

# RACE COUNCIL CYMRU

England & Wales · Charity number 1148598

## Details

---

**Other names** RCC

**Status** Registered

**Legal form** Charitable company

**Company number** [07863274](#)

**Registered** 2012-08-16

**Register** [View on the Charity Commission register](#)

## Contact

---

**Address** GRAND Multicultural HUB  
Arts Wing  
Swansea Grand Theatre  
Singleton Street  
Swansea

**Phone** 0330 229 0995

**Email** [info@racecouncilcymru.org.uk](mailto:info@racecouncilcymru.org.uk)

**Website** [www.racecouncilcymru.org.uk](http://www.racecouncilcymru.org.uk)

## Activities

---

**Objects:** THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY:A)THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF RACE, GENDER, DISABILITY, SEXUAL ORIENTATION OR RELIGION B)ADVANCING EDUCATION AND RAISING AWARENESS OF EQUALITY AND DIVERSITY C)PROMOTING ACTIVITIES TO FOSTER UNDERSTANDING BETWEEN PEOPLE FROM DIVERSE BACKGROUNDS D)CONDUCTING OR COMMISSIONING RESEARCH ON EQUALITY AND DIVERSITY ISSUES AND PUBLISHING THE RESULTS TO THE PUBLIC E)CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY F) PROMOTING ARTS, CULTURE AND HERITAGE TO FOSTER UNDERSTANDING BETWEEN PEOPLE FROM DIVERSE BACKGROUNDS G) PROMOTING ACTIVITIES TO TACKLE AND PREVENT POVERTY AFFECTING PEOPLE FROM DIVERSE BACKGROUNDS H) UNDERTAKING ACTIVITIES TO PROMOTE THE RIGHTS OF CHILDREN AND YOUNG PEOPLE FROM DIVERSE BACKGROUNDS

**Activities:** Race Council Cymru (RCC) was established in 2010 by ethnic minority grassroots communities as an overarching umbrella body with the mission to bring together key organisations within Wales to co-operate on promoting integration, championing justice and race equality. RCC works to promote race

equality, Art, heritage and cultural activities for black and minority ethnic communities across Wales.

## Classification

- **How:** Makes Grants To Organisations, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** Arts/culture/heritage/science, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** People Of A Particular Ethnic Or Racial Origin

## Geography

- Throughout Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£816,384	£883,674	£404,683	12
2024-03-31	£898,599	£908,533	£476,183	8
2023-03-31	£606,663	£563,336	£486,117	8
2022-03-31	£724,626	£892,940	£442,790	6
2021-03-31	£858,210	£461,120	£611,104	2

## Trustees

Name	Role	Appointed
<b>RAMESHWAR SINGH CBE</b>	Chair	2012-07-26
Daniel Martin De'Ath		2022-12-01
Dr Amol Pandit		2025-06-12
Dr Hasmukhlal Shah		2018-09-07
PROFESSOR EMMANUEL OGBONNA PHD		2016-12-12
Pamela Prinye COOKEY		2024-02-21
Professor Meena Upadhyaya		2015-12-03
Professor Terry Roslyn Threadgold-Taylor		2022-12-01

**RACE COUNCIL CYMRU**

England & Wales - Charity number 1148598

---

# Accounts

---

**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2025**

Registered number: 1148598

Company Number: 07863274

**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements**  
**31<sup>st</sup> March 2025**

First 4 Enterprise Ltd T/A Business Sense  
CPAA  
The Business Centre  
1 Peniel Green Road  
Llansamlet  
Swansea  
SA7 9AP

**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2025**

**Contents**

<b>Information</b> .....	3
<b>Chairman’s Report</b> .....	4
<b>Independent Examiner’s Report</b> .....	8
<b>Aims and Objectives</b> .....	9
<b>Public Benefit</b> .....	9
<b>Financial Review</b> .....	9
<b>Investment Policy</b> .....	9
<b>Reserves Policy</b> .....	9
<b>Structure, Governance and Management</b> .....	11
<b>Income and Expenditure Account for the year ended 31<sup>st</sup> March 2025</b> .....	13
<b>Balance Sheet as of 31<sup>st</sup> March 2025</b> .....	14
<b>Net Movements in Restricted and Unrestricted Funds for 12 months</b> .....	17

**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2025**

**Information**

The trustees, who are also the directors for the purpose of company law, present their report and the unaudited financial statements of the Charity for the year ended 31<sup>st</sup> March 2025.

Directors/Trustees	R Singh Prof E Ogbonna Dr G E Kerry (Deceased 21.05.25) D M De' Ath Prof T Threadgold- Taylor K L Robson (Resigned 02.05.25) Dr H Shah Prof M Upadhyaya P Coockey Dr A S Pandit (Appointed 12.06.25)
Company Number	07863274
Charity Number	1148598
Registered Office	5 Lamb Lane Killay Swansea SA2 7ES
Accountants	First 4 Enterprise Ltd T/A Business Sense CPAA The Business Centre 1 Peniel Green Road Llansamlet Swansea SA7 9AP

**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2025**

## **Chairman's Report**

### **1. Introduction**

It is with great pride that I present this Chairman's Statement for Race Council Cymru (RCC), covering the period from 1 April 2024 to 31 March 2025. This has been a historic and transformative year, defined by creativity, community empowerment, and a renewed commitment to building an anti-racist Wales.

RCC has continued to stand at the forefront of racial equality, arts, and heritage in Wales — amplifying the voices of Black and minority ethnic communities while promoting unity, cultural pride, and inclusion.

### **2. Black History Wales 365 – Black Icons of Wales**

This year's national theme, Black Icons of Wales, was officially launched on 30 September 2024 at St Fagans National Museum of History. Over 2,000 people gathered to celebrate Black Welsh excellence through art, music, poetry, dance, and storytelling. The launch marked a milestone in Wales's cultural landscape, positioning Black history as a living and integral part of the national story.

Throughout the year, RCC coordinated more than 30 events across Wales, from Wrexham to Swansea and Newport to Bangor. Highlights included: • Black History Music Festivals in Cardiff and Swansea, celebrating African and Caribbean music and culture • Black History Wales Youth Awards, recognising young changemakers shaping the future of Wales • The RCC x Afrowales showcase at Rich Mix London, taking Welsh Black talent to an international audience • The #BlackIconsOfWales digital campaign, which reached over 50,000 people and showcased stories of Black Welsh pioneers

### **3. Windrush Cymru 77 – Remembering and Rising**

In 2024/25, RCC continued its commitment to honouring the Windrush generation through the Windrush Cymru Elders initiative. As we prepared to mark the 77th anniversary of the arrival of HMT Empire Windrush, RCC worked with elders' hubs across Wales to host intergenerational storytelling sessions, film screenings, and cultural gatherings in Butetown, Newport, Swansea, and Wrexham. Led by Roma Taylor, the Windrush Cymru Elders programme continued to highlight the vital contributions of Caribbean elders to Welsh society, ensuring their voices are heard in education, heritage, and policy spaces.

### **4. Policy, Campaigns, and Advocacy**

Race Council Cymru has remained a leading voice in shaping Wales's anti-racist agenda, working closely with Welsh Government, Race Alliance Wales, and partner organisations to influence systemic change.

During the year, RCC: • Delivered more than 40 anti-racism and cultural awareness sessions to leaders in health, education, and the arts • Secured over 2,700 public pledges to the Zero

**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2025**

Racism Wales campaign • Supported young people, artists, and migrants with No Recourse to Public Funds through advocacy and mentorship programmes • Co-produced national equality events with partners such as Disability Wales, African Community Centre, Black Girls in Fashion, and the Black Welsh Music Awards

#### 5. Arts, Heritage, and Cultural Programmes

RCC continued to champion creativity and representation through arts and heritage. Major cultural achievements included: • Codi Cymru / Rise Wales exhibition, touring Wrexham, Bangor, and Aberystwyth, showcasing Black Lives Matter stories from across Wales • Black Women's Stories project, highlighting the voices of women from Cardiff, Sierra Leone, Nigeria, Somalia, and Jamaica • A Black History Month creative takeover at Chapter Arts Centre, featuring poetry, spoken word, and intergenerational performances • Collaborative commissions with Butetown History & Arts Centre and Welsh Government

These projects not only celebrated culture but also strengthened Wales's collective identity through inclusive storytelling.

#### 6. Youth Empowerment

Young people remain central to RCC's mission. Through the BHW365 Youth Ambassador Programme, RCC trained more than 35 young leaders in heritage work, public speaking, and campaign strategy. Over 1,000 pupils participated in school workshops, while youth-led events such as Afrobeat Dance Battles and Future Icons panels inspired the next generation of Welsh leaders. These programmes laid the foundation for the forthcoming RCC Digital Archive Project, which will preserve and amplify Black Welsh stories for future generations.

#### 7. Partnerships and Funders

RCC's achievements this year were made possible through the generous support and collaboration of partners and funders, including:

- Welsh Government
- Arts Council of Wales
- Creative Wales
- National Lottery Community Fund
- Chapter Arts Centre
- Armed Forces Covenant Fund Trust
- Postcode Community Trust Fund
- Local authorities and corporate sponsors


**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2025**

We are deeply grateful for their continued belief in our mission and their investment in diversity, inclusion, and cultural celebration.

8. Acknowledgements and Closing Remarks

I extend heartfelt thanks to our Chief Executive, Professor Uzo Iwobi CBE, whose tireless leadership and vision continue to drive Race Council Cymru forward. I also thank our dedicated trustees, staff, volunteers, and community partners whose passion and resilience sustain this work year-round. Race Council Cymru is more than an organisation — it is a movement rooted in justice, unity, and hope. As we look to the year ahead, our ambition remains clear: to ensure that Wales continues to lead by example as a nation that recognises and celebrates its diversity.

Diolch yn fawr. Thank you.

Judge Ray Singh CBE 

**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2025**

**Small Company Provisions**

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The Trustees' annual report was approved on .....10th December 2025..... and signed on behalf of the Board of Trustees by:

Judge Ray Singh CBE



**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2025**

**Independent Examiner’s Report**

I report to the Trustees on my examination of the financial statements of Race Council Cymru for the year ended 31<sup>st</sup> March 2025.

**Responsibilities and basis of report**

As the Trustees of the Company (and also its directors for the purposes of Company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006. Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the Charity's accounts as carried out under Section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5)(b) of the Charities Act 2011.

**Independent examiner’s statement**

Since Race Council Cymru’s gross income exceeded £250,000, your examiner must be a member for a listed body. I can confirm that I am qualified to undertake the examination as I am a member of Certified Public Accountants Association, which is on the list of bodies.

I have completed my examination. I can confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- Accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- The accounts do not accord with such records; or
- The accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a ‘true and fair’ view which is not a matter considered as part of the independent examination:  
or
- The accounts have not been prepared in accordance with the Charities SORP (FRS102)

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed



.....

Colin Grey CPAA

First 4 Enterprise Ltd T/A Business Sense  
The Business Centre  
1 Peniel Green Road  
Llansamlet  
Swansea  
SA7 9AP

**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2025**

### **Report for the Trustees**

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 2025. 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).

### **Aims and Objectives**

Race Council Cymru is committed to breaking down barriers, promoting participation and community cohesion and integration as well as facilitating a better understanding of diverse ethnic communities in Wales. It is involved in the promotion of equality and diversity for the public benefit by for example: the elimination of discrimination on the grounds of race, culture, ethnicity, nationality and language; advancing education and raising awareness in equality and diversity; promoting activities to foster understanding between people from diverse ethnic backgrounds; conducting or commissioning research on equality and diversity issues and publishing the results to the public; cultivating a sentiment in favour of racial equality and diversity.

### **Public Benefit**

When reviewing its objectives and aims, reference is made to the guidance contained in the Charity Commission's general guidance on public benefit. The board of management considers in detail how planned activities contribute to the aims and objectives set out in the organisation's constitution.

### **Financial Review**

The charity ended the financial year ending 31<sup>st</sup> March 2025 with a deficit of £67,290. In the year ended 31<sup>st</sup> March 2024 there was a £9,934 deficit.

### **Investment Policy**

Under the memorandum and articles of association, the charity has the power to make any investment which the trustees see fit. The charity has a policy of keeping surplus liquid funds in short-term deposits which can be accessed readily.

### **Reserves Policy**

The trustees aim to maintain free reserves in unrestricted funds at a level between three and six months of unrestricted charitable expenditure. They consider that this level will ensure that there are sufficient funds available to cover support and governance costs if the Company needed to be wound up.

**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2025**

The total reserves as of 31<sup>st</sup> March 2025 was £404,683 whilst as of 31<sup>st</sup> March 2024 it was £476,183. The restricted funds are £377,447 (2024: £476,790) and the unrestricted funds are £27,236 (2024: £-607).

**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2025**

## **Structure, Governance and Management**

### **Governing Document**

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Race Council Cymru is a charitable company limited by guarantee, incorporated on 28 November 2011 and registered as a charity on 16 August 2012. The charity was established under a Memorandum and Articles of Association which established the objectives and powers of the company. In the event of the company being wound up the members are required to contribute an amount not exceeding £10.

### **Recruitment and Appointment of New Trustees**

The directors of the company are also charity trustees as defined charity law. Under the requirements of the Memorandum and Articles of Association at each annual general meeting one-third of the directors or, if their number is not three or a multiple of three, the number nearest to one-third, must retire from office. If there is only one director, he or she must retire. Directors are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting. The appointment of a director, whether by the charity in general meeting or by the other directors, must not cause the number of directors to exceed any number fixed as the maximum number of directors. All board members give their time voluntarily and receive no benefits from the charity.

Race Council Cymru is the overarching umbrella body established in Wales to bring together key organisations which work to combat prejudice, race discrimination, harassment, abuse and violence. It works towards the elimination of racial discrimination and the promotion of equality of opportunity and improving race relations between people from different racial backgrounds.

The board members therefore seek to ensure that the needs of people from the different racial backgrounds are appropriately reflected through the diversity of the board members. To enhance the potential pool of board members the charity has through a scrupulous process recruited board members from varied backgrounds. Equally important is the broad skill mix of the board members which is taken into consideration during the recruitment process. In the event of any skills lost due to board members leaving or through retirement, individuals with similar skills are approached with a request for them to join the Board.

**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2025**

### **Organisational Structure**

Race Council Cymru has a minimum of four board members and no maximum number. The board meets quarterly and is responsible for the strategic direction and policy of the charity. The board members are from different professional backgrounds relevant to the work of the charity, and they all have voting rights.

### **Induction and Training of New Trustees**

Many of the board members at the initial stage of joining the board are already familiar with the practical work of the charity. However, all board members are encouraged to undertake a series of training courses to equip them with the necessary knowledge, skills and awareness of their roles and responsibilities as well as objects of the organisation. A trustee starter pack is given out as a handout to each board member including a copy of the Memorandum and Articles of Association.

### **Average Employees**

The average monthly number of employees were as follows:

	2025	2024
Average number of employees	12	8

No employee received emoluments in excess of £60,000.

**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2025**

**Income and Expenditure Account for the year ended 31<sup>st</sup> March 2025**

	2025	2024
<b>Income and Endowments</b>		
Income	816,384	898,599
<b>Total Income</b>	<u>816,384</u>	<u>898,599</u>
 <b>Expenditure</b>		
Charitable Activities	883,674	908,533
<b>Total Expenditure</b>	<u>883,674</u>	<u>908,533</u>
 <b>Net Income &amp; Movements in Funds</b>	 (67,290)	 (9,934)

**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2025**

**Balance Sheet as of 31<sup>st</sup> March 2025**

	2025			2024		
	Restricted	Unrestricted	Total	Restricted	Unrestricted	Total
<b>Current Assets</b>						
Cash at Bank	301,414	27,236	328,650	472,403	497	472,900
Debtors	77,521		77,521	4,387		4,387
	378,935	27,236	406,171	476,790	497	477,287
Creditors						
Amounts due within one year	1,488		1,488		1,104	1,104
	377,447	27,236	404,683	476,790	(607)	476,183
Net Current Assets						
	377,447	27,236	404,683	476,790	(607)	476,183
<b>Total Assets</b>						
	377,447	27,236	404,683	476,790	(607)	476,183
<b>Funds of the Charity</b>						
Restricted Funds			377,447			476,790
Unrestricted Funds			27,236			(607)
Total Funds			404,683			476,183

For the year ending 31<sup>st</sup> March 2025, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

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

On behalf of the board

.....

**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2025**

**Detailed Income and Expenditure for the Year Ended 31<sup>st</sup> March 2025**

**Income**

Grant/Fund	626,804
Income from Rent/Venue Hire	13,911
Income from Training	7,735
Other Revenue	32,658
Received Donations	4,455
Sponsorship	53,300
Accruals	77,521
<b>Total Income</b>	<b>816,384</b>

**Expenses**

Administration Costs	5,970
Advertising and Marketing	7,891
Audit and Accounting	3,428
Bank Fees	103
Catering	6,834
Computer Equipment	15,756
Consultancy	218,396
Direct Expenses	75,743
Delivered Training	4,117
Event/Activity/Filming	13,713
Food and Refreshments	19,750
Food Vouchers	1,950
General Expenses	2,368
Insurance	1,752
IT Software and Consumables	50,060
Legal Expenses	1,337
NIC Payable	18,716
Management	3,286
Monitoring and Evaluation	384
PAYE Payable	18,044
Pension Payable	9,982
Performing	10,720
Photography	1,170
Petty Cash	8,300
Printing and Stationery	2,428
Project Expenses	89,073
Reimbursement	50
Rent	5,600
Room Hire	584

**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2025**

Sessional Staff	27,308	
Social Media Services	7,500	
Staff Training	120	
Subscriptions	1,065	
Telephone and Internet	2,395	
Training	3,270	
Transportation	18,566	
Travel Expenses	5,119	
Videography	6,374	
Volunteer Expenses	1,890	
Wages Payable	212,563	
<b>Total Expenses</b>		<b>883,674</b>
<b>Operating Profit</b>		<b>-67,290</b>

**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2025**

**Net Movements in Restricted and Unrestricted Funds for 12 months**

<b>Restricted Income</b>	<b>Opening</b>	<b>In</b>	<b>Out</b>	<b>Net</b>	<b>Closing</b>
Armed Forces Fund		35,248	15,717	19,531	19,531
BHW 2022-23	59,797				59,797
BHW 365 24-25		128,257	108,794	19,463	19,463
BHW 365/2023	34,557	10,500	20,908	(10,408)	24,149
BHW Head of Comms	32,573	35,045	56,030	(20,985)	11,588
BLMW Exhibition 24	40,440	4,900	48,096	(43,196)	(2,756)
CAB & CAB Extension 2023	2,604	6,800	7,800	(1,000)	1,604
Cardiff Food Support	3,350		3,305	(3,305)	45
Child Poverty 2023	3,870				3,870
Clean Green Cardiff		98,772	128,838	(30,065)	(30,065)
Coast Grant	989				989
Community Engagement Event		2,600	1,758	842	842
Crossing Borders	3,469	650	10,696	(10,046)	(6,577)
Feasibility Study		15,000	12,728	2,272	2,272
GMF, Global Majority Fund	8,177		1,333	(1,333)	6,844
Grand Hub Room Hire	52,664	13,911	10,665	3,246	55,909
Holiday Fund	60				60
Memorial Service		4,240	5,366	(1,126)	(1,126)
Monmouthshire Monlife	2,313	3,050	1,500	1,550	3,863
Newport Hub Development		25,000	4,443	20,557	20,557
Newport Training		7,000	3,470	3,530	3,530

**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2025**

North Wales MCH	9,423	5,749	7,365	(1,616)	7,806
North WMCH Year 3		24,600	18,477	6,123	6,123
Reverse Mentoring	89,601	80,939	166,850	(85,912)	3,689
Rooftop Garden	203				203
SCVS SPF 23	18,459	25,250	42,343	(17,093)	1,366
Seen	7,368				7,368
Summer Holiday Food Fund 24	1,058	3,190	2,188	1,002	2,060
Swansea Food Support 24		2,767	2,907	(140)	(140)
Swansea Spaces	354				354
Tackling Social Isolation		19,346		19,346	19,346
The UN Day		5,300	3,161	2,139	2,139
Western Bay Grant	320				320
WG BHW Reap 08	33,459				33,459
WG Windrush Day 2020	4,211				4,211
Windrush @75	(19,988)				(19,988)
Windrush @75 Film Show	225				225
Windrush @75 Filming	23,958		1,339	(1,339)	22,619
Windrush @75 Music Festival	71				71
Windrush @76		1,000	3,347	(2,347)	(2,347)
Windrush 2022 Funding	3,989				3,989
Windrush Cymru Elders	656	7,675	6,084	1,591	2,247
Windrush Cymru OV, OS, OH 2019-22	4,837				4,837
Windrush Grant 2023	7,493		12,015	(12,015)	(4,522)

**Race Council Cymru**  
**Charitable Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2025**

Windrush Small Grant 2024		75,349	72,141	3,208	3,208
Windrush Veterans Event		13,100	13,948	(848)	(848)
Youth Forum	7,510				7,510
Zero Tolerance Policy	232				232
	<b>438,302</b>	<b>655,237</b>	<b>793,613</b>	<b>(138,376)</b>	<b>299,926</b>

<b>Unrestricted Income</b>	<b>Opening</b>	<b>In</b>	<b>Out</b>	<b>Net</b>	<b>Closing</b>
Other	(74)				(74)
Operational Costs	(40,718)	5,012	11,426	(6,414)	(47,132)
Postcode Community 23-24	40,186		36,001	(36,001)	4,184
Postcode Community 24-25		50,000	1,977	48,023	48,023
Training	38,488	28,613	44,866	(16,252)	22,236
	<b>37,881</b>	<b>83,625</b>	<b>94,270</b>	<b>(10,645)</b>	<b>27,236</b>

**RACE COUNCIL CYMRU**

England & Wales - Charity number 1148598

---

# Accounts

---

**Race Council Cymru  
Company Limited by Guarantee  
Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2024**

Registered number: 07863274

Company Number:1148598

**Race Council Cymru  
Company Limited by Guarantee  
Unaudited Financial Statements  
31<sup>st</sup> March 2024**

First 4 Enterprise Ltd T/A Business Sense  
CPAA  
The Business Centre  
1 Peniel Green Road  
Llansamlet  
Swansea  
SA7 9AP

**Race Council Cymru**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2024**

**Contents**

<b>Information</b> .....	3
<b>Chairman’s Report</b> .....	4
<b>Independent Examiner’s Report</b> .....	6
<b>Aims and Objectives</b> .....	7
<b>Public Benefit</b> .....	7
<b>Financial Review</b> .....	7
<b>Investment Policy</b> .....	7
<b>Reserves Policy</b> .....	7
<b>Structure, Governance and Management</b> .....	8
<b>Income and Expenditure Account for the year ended 31<sup>st</sup> March 2024</b> .....	10
<b>Balance Sheet as of 31<sup>st</sup> March 2024</b> .....	11
<b>Detailed Income and Expenditure for the Year Ended 31<sup>st</sup> March 2024</b> .....	12
<b>Movement in Funds for 12 months</b> .....	14
<b>Net Movements in Restricted and Unrestricted Funds for 12 months</b> .....	15

**Race Council Cymru**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2024**

## **Information**

The trustees, who are also the directors for the purpose of company law, present their report and the unaudited financial statements of the Charity for the year ended 31<sup>st</sup> March 2024.

Directors/Trustees	R Singh Prof E Ogbonna Dr G E Kerry D M De'Ath Prof T Threadgold- Taylor K L Robson M P Owen-Jones (Resigned 23.8.23) Dr H Shah Prof M Upadhyaya Prinye Pamela Cookey
Company Number	07863274
Charity Number	1148598
Registered Office	7 Lamb Lane Killay Swansea SA2 7EES
Accountants	First 4 Enterprise Ltd T/A Business Sense CPAA The Business Centre 1 Peniel Green Road Llansamlet Swansea SA7 9AP

**Race Council Cymru**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2024**

## **Chairman's Report**

It has been another eventful and productive year of which we can be proud. We continue to face funding challenges, as we do not receive core funding which would provide stability but instead rely on project funding, sponsorship and income from our training and consultancy work.

Nonetheless, our impact and accomplishments over the period 2023/4 have been substantial, widening our reach and our profile and continuing to support the delivery of the Anti-racist Wales Action Plan in very practical ways.

Most notable was the highly visible and enjoyable visit by the Prince and Princess of Wales in October 2023 to meet the Windrush Elders, children and young people and view the Windrush Cymru @75 film as part of our Black History Wales programme.

I particularly wish to congratulate Roma Taylor, founder and chair of Windrush Cymru Elders on being awarded the British Empire Medal in the King's Honours List in January 2024 in recognition of her invaluable contribution to community cohesion.

The highly successful Codi Cymru Black Lives Matter Exhibition at St Fagan's attracted a footfall of 52,000 attendees and significant numbers also visited the exhibition when it toured to Bangor and Aberystwyth.

We remain steadfast in our commitment to embed an Antiracist culture in all aspects of Welsh society through the promotion of our Zero Racism Wales pledge and our training programmes. We work actively with Welsh Government, the public, private and third sectors and with diverse ethnic minority grassroots communities themselves to address race inequality and promote a greater understanding of the route to achieve race equity across Wales.

I would like to take this opportunity to thank our Trustees, our staff, volunteers, the members of our Multicultural Hubs, our partners and our many supporters for their unwavering commitment and support throughout the year. We could not reach the diverse communities across Wales without this support. Our staff also work tirelessly to deliver the range of activities outlined in this Annual Report and I thank them for their dedication.

Most importantly, I wish to thank our funders, particularly Welsh Government, the Arts Council of Wales, the Postcode Lottery and our numerous sponsors who have enabled us to undertake the range of projects outlined here.

Lastly, I wish to thank our inspirational Chief Executive, Professor Uzo Iwobi CBE, whose dedication, vision and leadership enables Race Council Cymru to act as such an influential and campaigning advocate for Race Equity in Wales.

**Race Council Cymru  
Company Limited by Guarantee  
Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2024**

**Small Company Provisions**

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The Trustees' annual report was approved on .....02 July 2025..... and signed on behalf of the Board of Trustees by:

Judge Ray Singh CBE   
.....

**Race Council Cymru**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2024**

**Independent Examiner’s Report**

I report to the Trustees on my examination of the financial statements of Race Council Cymru for the year ended 31<sup>st</sup> March 2024.

**Responsibilities and basis of report**

As the Trustees of the Company (and also its directors for the purposes of Company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006. Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the Charity's accounts as carried out under Section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5)(b) of the Charities Act 2011.

**Independent examiner’s statement**

Since Race Council Cymru’s gross income exceeded £250,000, your examiner must be a member for a listed body. I can confirm that I am qualified to undertake the examination as I am a member of Certified Public Accountants Association, which is on the list of bodies.

I have completed my examination. I can confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- Accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- The accounts do not accord with such records; or
- The accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a ‘true and fair’ view which is not a matter considered as part of the independent examination; or
- The accounts have not been prepared in accordance with the Charities SORP (FRS102)

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed



.....

Colin Grey CPAA

First 4 Enterprise Ltd T/A Business Sense  
The Business Centre  
1 Peniel Green Road  
Llansamlet  
Swansea  
SA7 9AP

**Race Council Cymru**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2024**

## **Report for the Trustees**

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 2024. 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).

## **Aims and Objectives**

Race Council Cymru is committed to breaking down barriers, promoting participation and community cohesion and integration as well as facilitating a better understanding of diverse ethnic communities in Wales. It is involved in the promotion of equality and diversity for the public benefit by for example: the elimination of discrimination on the grounds of race, culture, ethnicity, nationality and language; advancing education and raising awareness in equality and diversity; promoting activities to foster understanding between people from diverse ethnic backgrounds; conducting or commissioning research on equality and diversity issues and publishing the results to the public; cultivating a sentiment in favour of racial equality and diversity.

## **Public Benefit**

When reviewing its objectives and aims, reference is made to the guidance contained in the Charity Commission's general guidance on public benefit. The board of management considers in detail how planned activities contribute to the aims and objectives set out in the organisation's constitution.

## **Financial Review**

The charity ended the financial year 23-24 with a deficit of £9,934. In the year ended 31<sup>st</sup> March 2023 there was a £43,324 surplus.

## **Investment Policy**

Under the memorandum and articles of association, the charity has the power to make any investment which the trustees see fit. The charity has a policy of keeping surplus liquid funds in short-term deposits which can be accessed readily.

## **Reserves Policy**

The trustees aim to maintain free reserves in unrestricted funds at a level between three and six months of unrestricted charitable expenditure. They consider that this level will ensure that there are sufficient funds available to cover support and governance costs if the Company needed to be wound up.

**Race Council Cymru**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2024**

The total reserves as of 31<sup>st</sup> March 2024 was £476,183 whilst as of 31<sup>st</sup> March 2023 it was £486,117. The restricted funds are £476,790 (2023: £442,460) and the unrestricted funds are –£607 (2023: £43,657).

## **Structure, Governance and Management**

### **Governing Document**

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Race Council Cymru is a charitable company limited by guarantee, incorporated on 28 November 2011 and registered as a charity on 16 August 2012. The charity was established under a Memorandum and Articles of Association which established the objectives and powers of the company. In the event of the company being wound up the members are required to contribute an amount not exceeding £10.

### **Recruitment and Appointment of New Trustees**

The directors of the company are also charity trustees as defined charity law. Under the requirements of the Memorandum and Articles of Association at each annual general meeting one-third of the directors or, if their number is not three or a multiple of three, the number nearest to one-third, must retire from office. If there is only one director, he or she must retire. Directors are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting. The appointment of a director, whether by the charity in general meeting or by the other directors, must not cause the number of directors to exceed any number fixed as the maximum number of directors. All board members give their time voluntarily and receive no benefits from the charity.

Race Council Cymru is the overarching umbrella body established in Wales to bring together key organisations which work to combat prejudice, race discrimination, harassment, abuse and violence. It works towards the elimination of racial discrimination and the promotion of equality of opportunity and improving race relations between people from different racial backgrounds.

The board members therefore seek to ensure that the needs of people from the different racial backgrounds are appropriately reflected through the diversity of the board members. To enhance the potential pool of board members the charity has through a scrupulous process recruited board members from varied backgrounds. Equally important is the broad skill mix of the board members which is taken into consideration during the recruitment process. In the event of any skills lost due to board members leaving or through retirement, individuals with similar skills are approached with a request for them to join the Board.

**Race Council Cymru**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2024**

## **Organisational Structure**

Race Council Cymru has a minimum of four board members and no maximum number. The board meets quarterly and is responsible for the strategic direction and policy of the charity. The board members are from different professional backgrounds relevant to the work of the charity, and they all have voting rights.

## **Induction and Training of New Trustees**

Many of the board members at the initial stage of joining the board are already familiar with the practical work of the charity. However, all board members are encouraged to undertake a series of training courses to equip them with the necessary knowledge, skills and awareness of their roles and responsibilities as well as objects of the organisation. A trustee starter pack is given out as a handout to each board member including a copy of the Memorandum and Articles of Association.

## **Average Employees**

The average monthly number of employees were as follows:

	2024	2023
Average number of employees	8	8

No employee received emoluments in excess of £60,000.

**Race Council Cymru**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2024**

**Income and Expenditure Account for the year ended 31<sup>st</sup> March 2024**

	2024	2023
<b>Income and Endowments</b>		
Income	898,599	606,663
<b>Total Income</b>	<b>898,599</b>	<b>606,663</b>
<b>Expenditure</b>		
Charitable Activities	908,533	563,336
<b>Total Expenditure</b>	<b>908,533</b>	<b>563,336</b>
<b>Net Income &amp; Movements in Funds</b>	<b>(9,934)</b>	<b>43,327</b>

**Race Council Cymru**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2024**

**Balance Sheet as of 31<sup>st</sup> March 2024**

	2024			2023		
	Restricted	Unrestricted	Total	Restricted	Unrestricted	Total
<b>Current Assets</b>						
Cash at Bank	472,403	497	472,900	389,478	47,237	436,715
Debtors	4,387		4,387	52,982		52,982
	<u>476,790</u>	497	<u>477,287</u>	<u>442,460</u>	47,237	<u>489,697</u>
<b>Creditors</b>						
Amounts due within one year	-	-1,104	-1,104	0	-3,580	-3,580
<b>Net Current Assets</b>	<u>476,790</u>	-	<u>607</u>	<u>442,460</u>	<u>43,657</u>	<u>486,117</u>
<b>Funds of the Charity</b>						
Restricted Funds			476,790			442,460
Unrestricted Funds			607			43,657
<b>Total Funds</b>			<u>476,183</u>			<u>486,117</u>

For the year ending 31<sup>st</sup> March 2024, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

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

On behalf of the board

Judge Ray Singh CBE



.....

**Race Council Cymru**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2024**

**Detailed Income and Expenditure for the Year Ended 31<sup>st</sup> March 2024**

**Income**

Grant / Fund	799,060	
Income from Rent/ Venue Hire	24,799	
Income from Training	1,500	
Other Revenue	26,076	
Received Donations	4,859	
Sponsorship	42,305	

**Total Income**

**898,599**

**Expenses**

Administrative Costs	
Advertising & Marketing	440
Audit & Accountancy fees	5,051
Bank Fees	128
Catering	1,200
Computer Equipment	7,098
Consultancy	149,554
Direct Expenses	126,603
Delivered Training	8,580
Event / Activity / Filming	47,168
Food and Refreshments	18,327
Food Vouchers	1,650
General Expenses	8,132
Insurance	1,125
IT Software and Consumables	82,982
Legal Expenses	8,180
NIC Payable	1,313
Management	1,910
Membership	210
Monitoring and Evaluation	384
Music Items Hire	675
PAYE Payable	33,229
Pension Payable	9,370
Performing	13,500
Petty Cash	2,840
Printing & Stationery	5,028
Project Expenses	136,104
Reimbursement	(173)
Room Hire	390
Sessional Staff	59,398
Social Media Services	7,120
Staff Training	360
Subscriptions	1,863
Telephone & Internet	111
Training	300
Transportation	11,546

**Race Council Cymru**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2024**

Travel - National	2,131	
Travel Expenses	2,830	
Videography	1,950	
Volunteer Expenses	680	
Wages Payable	149,247	
<b>Total Expenses</b>		<b>908,533</b>
<b>Operating Profit</b>		<b>(9,934)</b>

**Race Council Cymru**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2024**

**Movement in Funds for 12 months**

<b>Funding</b>	<b>Opening Balance 1.4.23</b>	<b>Money In</b>	<b>Money Out</b>	<b>Closing Balance 31.3.24</b>
BHW 2022-23	109,101.00	7,055.01	56,358.97	59,797.04
BHW 365/2023	-	94,610.67	60,053.58	34,557.09
BHW Head of Comms	-	60,000.00	27,427.35	32,572.65
BLMW Exhibition 24	-	154,112.00	113,671.80	40,440.20
CAB & CAB Extension 2023	2,682.00	6,800.00	6,878.00	2,604.00
Cardiff Food Support	-	5,000.00	1,650.00	3,350.00
Child Poverty 2023	4,995.00		1,125.00	3,870.00
CMF, Global Majority Fund	9,511.00		1,334.00	8,177.00
Coast Grant	-	2,342.00	1,352.60	989.40
Crossing Borders	7,994.00	9,976.00	14,500.68	3,469.32
First Minister Celebrations		1,555.00	1,682.09	(127.09)
Grand Hub Room Hire	49,171.00	24,119.25	20,626.63	52,663.62
Holiday Fund	-	1,170.00	1,110.00	60.00
Minister Gathering		810.00	742.08	67.92
Monmouthshire Monlife	-	3,977.87	1,664.80	2,313.07
North Wales MCH	21,500.00	30,777.59	42,854.97	9,422.62
Operational Costs	43,657.00	24,554.10	108,929.44	(40,718.34)
Other			15.00	(15.00)
Postcode Community 23-24	-	50,000.00	9,814.34	40,185.66
Reverse Mentoring	79,020.00	173,120.74	162,539.67	89,601.07
Rooftop Garden	-	600.00	397.08	202.92
SCVS SPF 23	-	25,250.00	6,790.85	18,459.15
Seen	26,000.00	7,350.00	25,982.47	7,367.53
Summer Holiday Food Fund	-	4,128.06	3,070.00	1,058.06
Swansea Spaces	-	2,000.00	1,645.60	354.40
Training	77,398.00	12,000.99	50,911.03	38,487.96
Western Bay Grant	-	720.00	400.00	320.00
WG BHW REAP 08	33,459.00			33,459.00
WG Windrush Day 2020	4,211.00			4,211.00
Windrush @ 75	-	1,890.50	21,878.31	(19,987.81)
Windrush @ 75 Film Show	-	225.00		225.00
Windrush @ 75 Filming	-	64,500.00	40,542.00	23,958.00
Windrush @ 75 Music Festival	-	19,291.25	19,220.65	70.60
Windrush 2022 Funding	4,007.39	-	18.00	3,989.39
Windrush Cymru Elders	831.56	4,663.44	4,838.77	656.23
Windrush Cymru OV, OS, OH 2019-22	4,837.00			4,837.00
Windrush Grant 2023	-	106,000.00	98,507.10	7,492.90
Youth Forum	7,509.59			7,509.59
Zero Tolerance Policy	232.00			232.00
	<b>486,116.54</b>	<b>898,599.47</b>	<b>908,532.86</b>	<b>476,183.15</b>

**Race Council Cymru**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2024**

**Net Movements in Restricted and Unrestricted Funds for 12 months**

	Opening Balance	Net Movements	Closing Balance
<b>Restricted</b>		-	
BHW 2022-23	109,101.00	49,303.96	59,797.04
BHW 365/2023	-	34,557.09	34,557.09
BHW Head of Comms	-	32,572.65	32,572.65
BLMW Exhibition 24	-	40,440.20	40,440.20
CAB & CAB Extension 2023	2,682.00	(78.00)	2,604.00
Cardiff Food Support	-	3,350.00	3,350.00
Child Poverty 2023	4,995.00	(1,125.00)	3,870.00
CMF, Global Majority Fund	9,511.00	(1,334.00)	8,177.00
Coast Grant	-	989.40	989.40
Crossing Borders	7,994.00	(4,524.68)	3,469.32
Training	77,398.00	(38,910.04)	38,487.96
Grand Hub Room Hire	49,171.00	3,492.62	52,663.62
Holiday Fund	-	60.00	60.00
Monmouthshire Monlife	-	2,313.07	2,313.07
North Wales MCH	21,500.00	(12,077.38)	9,422.62
Reverse Mentoring	79,020.00	10,581.07	89,601.07
Rooftop Garden	-	202.92	202.92
SCVS SPF 23	-	18,459.15	18,459.15
Seen	26,000.00	(18,632.47)	7,367.53
Summer Holiday Food Fund	-	1,058.06	1,058.06
Swansea Spaces	-	354.40	354.40
Western Bay Grant	-	320.00	320.00
WG BHW REAP 08	33,459.00	-	33,459.00
WG Windrush Day 2020	4,211.00	-	4,211.00
Windrush @ 75	-	(19,987.81)	(19,987.81)
Windrush @ 75 Film Show	-	225.00	225.00
Windrush @ 75 Filming	-	23,958.00	23,958.00
Windrush @ 75 Music Festival	-	70.60	70.60
Windrush 2022 Funding	4,007.39	(18.00)	3,989.39
Windrush Cymru Elders	831.56	(175.33)	656.23
Windrush Cymru OV,OS,OH 2019-22	4,837.00	-	4,837.00
Windrush Grant 2023	-	7,492.90	7,492.90
Youth Forum	7,509.59	-	7,509.59
Zero Tolerance Policy	232.00	-	232.00
	<b>442,459.54</b>	<b>34,330.46</b>	<b>476,790.00</b>

**Race Council Cymru**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements for Year Ended 31<sup>st</sup> March 2024**

**Unrestricted**

First Minister Celebrations		(127.09)	(127.09)
Minister Gathering	-	67.92	67.92
Operational Costs	43,657.00	(84,375.34)	(40,718.34)
Postcode Community 23-24	-	40,185.66	40,185.66
Other		(15.00)	(15.00)
	<b>43,657.00</b>	<b>(44,263.85)</b>	<b>(606.85)</b>
	<b>486,116.54</b>	<b>(9,933.39)</b>	<b>476,183.15</b>

**RACE COUNCIL CYMRU**

England & Wales - Charity number 1148598

---

# Accounts

---

REGISTERED COMPANY NUMBER: 07863274 (England and Wales)  
REGISTERED CHARITY NUMBER: 1148598

**UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED  
31 MARCH 2023**

**FOR  
RACE COUNCIL CYMRU**

Bevan Buckland LLP  
Ground Floor Cardigan House  
Castle Court  
Swansea Enterprise Park  
Swansea  
SA7 9LA

**CONTENTS OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

	<b>Page</b>
<b>Chairman's Report</b>	1
<b>Report of the Trustees</b>	2 to 8
<b>Independent Examiner's Report</b>	9
<b>Statement of Financial Activities</b>	10
<b>Balance Sheet</b>	11
<b>Cash Flow Statement</b>	12
<b>Notes to the Cash Flow Statement</b>	13
<b>Notes to the Financial Statements</b>	14 to 23
<b>Detailed Statement of Financial Activities</b>	24

## RACE COUNCIL CYMRU

### CHAIRMAN'S REPORT FOR THE YEAR ENDED 31 MARCH 2023

What an eventful and productive year it has been. We reflect on the past year and extend our sincere recommendations to our esteemed trustees for their tireless support towards RCC for the successful growth of the Charity. I also thank our dedicated staff, volunteers, community partners and valued stakeholders for the enormous amount of work they have delivered for the communities; the work we do would not be possible without them. It is my privilege to offer this foreword for the annual reporting year, acknowledging our status as a registered charity and a company limited by guarantee.

As noted in the previous reports, RCC is still faced with challenges, especially the persistent lack of core funding which still presents a substantial barrier to the full realisation of the charity & growth potential. This limitation has posed challenges in meeting the evolving needs of the communities we serve.

Despite various challenges, we recorded many successes, impactful and amazing events. We are pleased to say that we had a noteworthy year. Our commitment to campaigning for Race Equality across Wales continues to result in significant accomplishments. Notable highlights include the launch of another year-long Black History Wales themed 'Young People, The Time is Now', the successful Black History Launch Events held across Wales, including the Black History Youth Awards, other young peoples' programs, the regularity of meetings for community groups such as Windrush Cymru Elders and all the community engagement projects we have championed during the year.

We remain steadfast in our commitment to embedding an Antiracist culture in all aspects of Welsh society, encompassing initiatives from our valuable training programs to the steadfast progression of our Zero Racism Wales campaign which has recorded 2000 pledges. We continue to support Welsh Government, public, private and third sector Organisations to work with grassroots ethnic communities to ensure the actualisation of race equity in Wales.

Very importantly, I express profound thanks to each of our funders and partners for their steadfast support, recognising that our outreach and support to our diverse ethnic community members would not be possible without them.

Lastly, I wish to commend our Chief Executive, Prof Uzo Iwobi CBE, for her tireless efforts and unwavering dedication in continuously serving our communities. Under her inspirational leadership, Race Council Cymru remains a strong advocate of race equity in Wales.

Diolch yn fawr, thank you very much.

Kind regards  
Judge Ray Singh CBE

**RACE COUNCIL CYMRU**

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2023**

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 2023. 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).

**OBJECTIVES AND ACTIVITIES**

**Objectives and aims**

Race Council Cymru is committed to breaking down barriers, promoting participation and community cohesion and integration as well as facilitating a better understanding of diverse ethnic communities in Wales. It is involved in the promotion of equality and diversity for the public benefit by for example: the elimination of discrimination on the grounds of race, culture, ethnicity, nationality and language; advancing education and raising awareness in equality and diversity; promoting activities to foster understanding between people from diverse ethnic backgrounds; conducting or commissioning research on equality and diversity issues and publishing the results to the public; cultivating a sentiment in favour of racial equality and diversity.

**Public benefit**

When reviewing its objectives and aims, reference is made to the guidance contained in the Charity Commission's general guidance on public benefit. The board of management considers in detail how planned activities contribute to the aims and objectives set out in the organisation's constitution.

**RACE COUNCIL CYMRU**  
**REPORT OF THE TRUSTEES**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**OBJECTIVES AND ACTIVITIES**

**Significant activities**

**WINDRUSH DAY 2022**

Race Council Cymru delivered the Windrush Day celebrations led by the Windrush Cymru Elders, featuring speakers, presentations and music artists, to honour the historical and cultural contribution that the Windrush Generation had made to Wales. The event took place on the Glanfa Stage, Welsh Millennium Centre, Cardiff Bay. The Windrush Cymru Elders (WCE) were supported by the Black History Wales Management Committee, Black History Wales artists and National Black, Asian and Minority Ethnic Youth Forum and African Community centre Windrush youth group; who took part in the event, ensuring the histories and stories of the Windrush Generation are shared to the next generation

Contributions were also welcomed from the Hon First Minister, Mark Drakeford MS and the Minister of Social Justice, Jane Hutt MS. To mark the end of the Windrush Day celebrations, RCC organised the home delivery of African & Caribbean food to Windrush Cymru Elders across Wales.

**WINDRUSH CYMRU ELDERS (WCE)**

The WCE group continue to grow and flourish, despite isolation and losses of some elders from the pandemic period. They continue to have meetings, excursions and activities, and we are thankful to partners who have worked with RCC to provide visits to various interesting locations; a notable example was their special tour to BBC Wales. The esteemed Windrush Cymru elders steadfastly uphold the legacy of Minority Ethnic and Commonwealth Servicemen and Women, commemorating their invaluable contributions and honouring their lives through an annual memorial service also noting importantly the Patty Flynn Tribute event. In addition, the WCE led the Race Council Cymru Windrush day event in June and took part in the Windrush Cymru: Our Voices, Our Stories, Our History event at St Fagan's Museum of history in October, and enjoyed their Christmas meal at Nine's Global Buffet. We are thankful to those that have kindly donated towards refreshments, activities and food for our elders. We look forward to delivering an exciting list of activities for our Windrush Cymru Elders in 2023.

If anyone would like to join or know more about the Windrush Cymru Elders group <https://racecouncilcymru.org.uk/windrush-cymru-elders> please reach out to [info@racecouncilcymru.org.uk](mailto:info@racecouncilcymru.org.uk) or call 0330 229 0995

**WINDRUSH CYMRU - Our Voices Our Stories Our History**

This amazing project which happened in 2021 compiled the stories, voices and histories of our Windrush Elders across Wales which were captured and showcased in a national touring exhibition. The stories have been featured in a digital exhibition hosted on the RCC website along with the provision of educational resources that captures the histories of the Windrush generation and provides an everlasting accurate social history of their voices, images and lived experience, archived by National Museum Wales/People Collection Wales. The link to the digital exhibition can be found here: <https://www.windrushcymru.org.uk>

We are genuinely thankful to everybody that contributed to this project, which is funded by National Lottery Heritage Fund, and delivered by Race Council Cymru in partnership with National Museum Wales, Peoples Collection Wales, WMC and a host of supporting organisations.

**ZERO TOLERANCE POLICY TO RACISM IN WALES | ZERORACISMWALES**

This RCC programme was launched in 2020 and calls on all organisations and individuals committed to working together to build a racist free Wales, sign up to our zero-tolerance policy to racism in Wales and implement the commitments outlined by the policy within the workplace and their day to day lives.

Stage one of the programme is to encourage organisations and individuals to pledge and agree to take a stand against racism and promote a more inclusive and equal workplace and society that gives every individual in Wales the right to feel safe, valued and included.

Stage two is still in the process of being developed, and will produce a workable Race Charter Mark, to make changes by educating and progressing organisations best practise and creating an Anti-Racist Wales. To read more about the 2000 organisations who have signed the pledge so far, or join the movement, please check the ZERO website here: <https://zeroracismwales.co.uk/>

**BLACK LIVES MATTER WALES**

RCC supports the regional Black Lives Matter Wales leaders (BLMW) by connecting them with key organisational and government agencies to share and progress the BLMW manifesto and policy work.

**HATE CRIME VICTIM SUPPORT**

RCC completed the Welsh Government funded Hate Crime Minority Communities programme in March 2021. Although we continue to support victims of Hate Crime through our main contact number 0330 229 0995 on extension 5.

**WELSH LOCAL GOVERNMENT ASSOCIATION (WLGA) HATE CRIME IN SCHOOLS**

## RACE COUNCIL CYMRU

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

#### OBJECTIVES AND ACTIVITIES

RCC have been delighted to deliver a series of contact engagement sessions with over 16 schools in South and West Wales within the WLGA Hate Crime in schools' programme. RCC continues to provide school staff and pupils across Wales with a programme of Hate Crime training and support sessions.

#### WALES COUNCIL FOR VOLUNTARY ACTION (WCVA) / THIRD SECTOR PARTNERSHIP COUNCIL (TSPC)

RCC have continued in its role (in partnership with EYST) to represent the interest of Minority Ethnic Communities on WCVA's TSPC, which is a key mechanism for the third sector to talk to, and hear from the Welsh Government. It is made up of representatives from third sector networks, working across 25 areas of third sector activity along with three representatives from WCVA. RCC ensures effective communication with our networks and third sector bodies we represent across Wales.

#### WALES RACE FORUM | CROSS PARTY GROUP ON RACE EQUALITY

RCC sits on the Wales Race Forum (WRF) and the cross-party group on Race Equality (CPG), to provide advice on issues that affect the Black, Asian and Minority Ethnic communities.

The WRF group is facilitated by Welsh Government within quarterly meetings. The aim of CPG is to address the disparity relating to representation of diverse communities, to tackle racial inclusion and diversity across all political parties and to provide an active forum for representatives from relevant organisations to meet with Ams to discuss areas of concern.

#### CONSULTANCY AND ENGAGEMENT

RCC delivered a wide range of engagement and consultancy projects throughout the year, working for a series of organisations on many programmes including: Criminal Justice in Wales, Recognition, National Museums Wales Contemporary Arts Gallery, Coastal Housing staff development, Welsh Women's Aid, CADW, Chai and Chat (men & women), Consultation for Independent Commission on the Constitutional Future of Wales, Environment Centre Swansea, and National Trust UK.

#### MULTICULTURAL HUBS

RCC have created 5 Multicultural Hubs across Wales:

- GRAND Multicultural HUB (Swansea)
- Newport Multicultural HUB
- North Wales Multicultural HUB
- West Wales Multicultural HUB
- Cardiff & Vale Multicultural HUB

RCC have successfully accessed Capital and Revenue funding for the GRAND Multicultural HUB (Swansea), which has been invested into the Arts Wing, Swansea Grand Theatre. The venue now supports the Swansea Multicultural HUB partners to deliver their activities/ meetings, services onsite and RCC has started working on a diverse Artistic programme. The remainder 4 HUBs are progressing well and increasing in partners; we are negotiating a new venue to support HUB partners in both Newport and North Wales. We aim to support all HUB partners with better access to resources, partnership working and venue space in their area with the provision of a central Multicultural home.

#### GRAND MULTICULTURAL HUB

Arts Council Wales | Arts Organisations Recovery Funding (Capital & Revenue)

RCC was awarded the capital and revenue funding amounts to support the development of the GRAND Multicultural HUB in the Arts Wing of the Swansea Grand Theatre. The capital recovery funding provided essential equipment to be purchased and the removal of old worn carpets, including the installation of new commercial vinyl flooring. The revenue recovery funding supported RCC with core costs and was key to financing costs of trainings, risk assessment method statements and staff costs.

HUB Rooftop Garden

RCC in partnership with African Community Centre and Swansea City of Sanctuary created a rooftop vertical garden, transforming an empty patio area into a working garden space. Planting continued throughout 2022 with vegetables, herbs, fruit trees and flowers grown and shared by our communities.

If you would like more information about the gardening group, or you want to learn how to plant, nurture and harvest the produce, please contact [info@racecouncilcymru.org.uk](mailto:info@racecouncilcymru.org.uk)

#### THE GRAND HUB MEMORY: PAST, PRESENT AND FUTURE

**RACE COUNCIL CYMRU**  
**REPORT OF THE TRUSTEES**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**OBJECTIVES AND ACTIVITIES**

National Lottery Heritage Fund awarded funding to RCC to create a project to engage wider local communities in the heritage of the Swansea Grand Theatre, by capturing their past memories and present connections to the iconic building within an exhibition. This project was redirected to a digital exhibition, and RCC were still able to capture the social history and heritage of the building from people living in the surrounding area, who shared their memories in audio-visual recollections. The aim was to support community cohesion, create a better cultural understanding and awareness to all visitors and to showcase the venue as a community building and future Multicultural HUB, which shares memories old and new, interpreting and encompassing the cultural diversity of the city.

**BLACK HISTORY WALES 365 2022**

Delivery of the Black History Wales 365 2022 programme was for a full 12 months; from October 2022 to 30th September 2023, achieving the long-term aim of progressing from celebrating Black History Month just for a month to full engagement with Black History throughout each and every year with projects and activities being delivered both in-person and online.

The launch of BHW 365 2022 took place in St Fagan's National Museum of History, with a larger audience, coming after the ease of Covid 19 while still keeping very safe themed 'Young People, the Time is Now'. The event included a presentation by Jane Hutt MS amongst other performances, speeches and activities celebrating Black History.

**BLACK HISTORY WALES MEMORIAL SERVICE 2022**

The Memorial Service for Ethnic Minority and Commonwealth Servicemen and Women was delivered in Alexandra Gardens, Cardiff in partnership with Ethnic Minority community leaders, the Armed Force and Cardiff Council. The service was followed by a lunch in Cardiff City Hall in recognition of Windrush Cymru Elders, Community members and Ethnic Minority servicemen and women.

**BLACK HISTORY WALES CREATIVE PROGRAMMES  
DIVERSE VOICES**

The event featured exploration trips to various locations, followed by intense writing sessions where authors captured their experiences in 1000 words each. Subsequent sessions included readings, discussions, and performances covering a confluence of African Caribbean and Welsh poetry, along with presentations from various writers.

Open mic sessions provided a platform for emerging talents. Diverse Voices aimed to bridge gaps between established and emerging talents, fostering a multicultural, multinational, and multi-ethnic spectrum of perspectives. Works were slated for publication, and promotion efforts utilized social media and WhatsApp for effective outreach. The initiative aligned with the Black History Wales slogans, fostering interactions and the transferability of ideas.

**AFRICAN TEXTILE PROGRAM**

This program delved into African textiles, exploring their colour, pattern, cultural significance, and origin to inspire printmakers. The resulting fabrics were showcased in a mixed-media exhibition, featuring 2-dimensional art and 3-dimensional fashion.

The key components included Three pattern and surface design workshops in different regions, Participants progressed to 6 weeks of design and printmaking sessions, Transition to a six-session costume design program, Documentation of participants, artists, and fabrics through photography and film, and Installation of an exhibition showcasing the creative outcomes of the program.

**BLACK HISTORY YOUTH AWARDS 2022**

As part of the celebration of Black History Wales 365 2022-23, The Black History Youth Awards themed 'Young People, The Time is Now' where the contributions of youths from diverse ethnic backgrounds in Wales were recognised and celebrated. There were 13 categories with 13 winners namely; Young Carer, Young Volunteer, Young Leader, Good Citizen, Outstanding Academic Achievement, Entrepreneur, Science & Innovation, Visual Arts, Performance Arts, Creative Industries, Sports, Public Service to Wales during Covid'19, and Open Category. There were also 20 Community award recipients in recognition of their contribution to race equality and inclusion.

**RACE COUNCIL CYMRU PROJECTS**

**COMIC RELIEF GLOBAL MAJORITY FUND (GMF)**

RCC was awarded funding to act as an intermediary partner to comic relief and associates: National Emergency Fund, The Clothworkers Foundation and Esmee Fairbairn Foundation (between 2nd February 2021 to completion date of 31st January 2023) to distribute rapid funding to a diverse range of locally led communities experiencing racial inequality and focused organisations across the UK. The fund seeks to address inequalities which results from persistent racial inequality in education, health, the workplace, the criminal justice system and more. RCC is delivering this fund in partnership with BAWSO and Welsh Refugee Council and directing funding to communities and organisations based in Wales.

**RACE COUNCIL CYMRU**  
**REPORT OF THE TRUSTEES**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**OBJECTIVES AND ACTIVITIES**

Citizens Advice Cymru | Cardiff & Vale

RCC provided an engagement service in partnership with Citizens Advice Cymru in relation to Advicelink Cymru. The aim of the partnership was to build a stronger service offer for culturally diverse communities, through effective signposting and referrals for income maximisation advice to individuals or families living in Cardiff or Vale of Glamorgan.

**YOUTH PROJECTS**

**Crossing Borders (CB)**

Youth support is delivered with engagement sessions in Swansea, to support mental health and wellbeing for young people with opportunities to connect with others from the same region. CB delivers small engagement projects such as Ty Cerdd, Engage and Inspire, along with creative programmes to benefit the young people and provide opportunities to take part in a diverse range of activities.

Crossing Borders partnered with African Community Centre and Chinese in Wales to broaden the Group. It held its Summer Party in August 2022 at Swansea Grand Theatre where over 50 Participants attended and socialised. Another great achievement was that for both younger and older Participants, CB secured funding to purchase Bikes from Community Transport for up to 10 Participants in August - October 2022.

They also took part in Bikeability Training and achieved Level 1 and Level 2 Awards. Participants were taught how to ride, maintain and travel safely on roads. Because of the success of this first funding, Community Transport granted additional funding to purchase Bikes for a further 2 Participants.

Younger Participants took part in "Our Museum, Our Voices" from February - end of March 2023 where they visited The Egypt Centre on multiple occasions to view artefacts and learn about Egyptian History. Thereafter, they created music from the inspiration they got from the objects they saw and information they learnt and what they saw at The Egypt Centre. There was a musical presentation from Participants. Older Participants partnered with African Community Centre on HarMindise Project where participants learnt about the realities of mental health issues and took part in activities to improve their mental health and wellbeing which is still ongoing.

**NATIONAL ETHNIC MINORITY YOUTH FORUM FOR WALES**

RCC delivered a series of activities for young people based in the Swansea Multicultural HUB during school term holidays. The young people attending were from diverse Minority Ethnic backgrounds and formed Multicultural groups that took part in several creative activities.

**FINANCIAL REVIEW**

**Financial position**

The charity ended 2022-23 with a year end surplus of £43,327 (2022: deficit of £168,314)

The surplus has been added to the total funds brought forward from 2021-22, making a total reserve fund of £486,117, of which £442,460 is restricted. The unrestricted funds amounted to £43,657 at the year end and the Trustees have not designated any of the funds for specific purposes. Please see below for Reserves Policy.

**Investment policy and objectives**

Under the memorandum and articles of association, the charity has the power to make any investment which the trustees see fit. The charity has a policy of keeping surplus liquid funds in short-term deposits which can be accessed readily.

**Reserves policy**

The trustees aim to maintain free reserves in unrestricted funds at a level between three and six months of unrestricted charitable expenditure. They consider that this level will ensure that there are sufficient funds available to cover support and governance costs in the event that the Company needed to be wound up. The trustees therefore consider that the ideal level of operational free reserves at 31 March 2023 would therefore be £30,000 to £60,000.

Of the total reserves of £486,117 (2022: £442,790), £442,460 (2022: £260,513) was restricted. The restricted reserves result from the recognition of various grants from, among others, the Comic Relief Global Majority Fund, Arts Council Wales, Covid 19 Project Funding and funding for Black History Wales; the work on these projects will continue during 2023-24.

Unrestricted general funds amounted to £43,657 (2022: £182,277) all of which represent free reserves and which is above the target level for such reserves mentioned above.

## RACE COUNCIL CYMRU

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Race Council Cymru is a charitable company limited by guarantee, incorporated on 28 November 2011 and registered as a charity on 16 August 2012. The charity was established under a Memorandum and Articles of Association which established the objectives and powers of the company. In the event of the company being wound up the members are required to contribute an amount not exceeding £10.

##### Recruitment and appointment of new trustees

The directors of the company are also charity trustees as defined charity law. Under the requirements of the Memorandum and Articles of Association at each annual general meeting one-third of the directors or, if their number is not three or a multiple of three, the number nearest to one-third, must retire from office. If there is only one director, he or she must retire. Directors are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting. The appointment of a director, whether by the charity in general meeting or by the other directors, must not cause the number of directors to exceed any number fixed as the maximum number of directors. All board members give their time voluntarily and receive no benefits from the charity.

Race Council Cymru is the overarching umbrella body established in Wales to bring together key organisations which work to combat prejudice, race discrimination, harassment, abuse and violence. It works towards the elimination of racial discrimination and the promotion of equality of opportunity and improving race relations between people from different racial backgrounds.

The board members therefore seek to ensure that the needs of people from the different racial backgrounds are appropriately reflected through the diversity of the board members. To enhance the potential pool of board members the charity has through a scrupulous process recruited board members from varied backgrounds. Equally important is the broad skill mix of the board members which is taken into consideration during the recruitment process. In the event of any skills lost due to board members leaving or through retirement, individuals with similar skills are approached with a request for them to join the Board.

##### Organisational structure

Race Council Cymru has a minimum of four board members and no maximum number. The board meets quarterly and is responsible for the strategic direction and policy of the charity. The board members are from different professional backgrounds relevant to the work of the charity and they all have voting rights.

##### Induction and training of new trustees

Many of the board members at the initial stage of joining the board are already familiar with the practical work of the charity. However, all board members are encouraged to undertake a series of training courses to equip them with the necessary knowledge, skills and awareness of their roles and responsibilities as well as objects of the organisation. A trustee starter pack is given out as a handout to each board member including a copy of the Memorandum and Articles of Association.

#### REFERENCE AND ADMINISTRATIVE DETAILS

**Registered Company number**  
07863274 (England and Wales)

**Registered Charity number**  
1148598

**Registered office**  
5 Lamb Lane  
Killay  
Swansea  
SA2 7ES

**RACE COUNCIL CYMRU**

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2023**

**Trustees**

R Singh  
Prof E Ogbonna  
Dr G E Kerry  
D M De'Ath (appointed 1.12.22)  
Prof T Threadgold-Taylor (appointed 1.12.22)  
K L Robson  
M P Owen-Jones  
Dr H Shah  
Prof M Upadhyaya  
S Ali

**Independent Examiner**

Michael Jones F. C. C. A.  
Bevan Buckland LLP  
Ground Floor Cardigan House  
Castle Court  
Swansea Enterprise Park  
Swansea  
SA7 9LA

Approved by order of the board of trustees on 13<sup>th</sup> December, 2023 and signed on its behalf by:



R Singh - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF  
RACE COUNCIL CYMRU**

**Independent examiner's report to the trustees of Race Council Cymru ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

**Independent examiner's statement**

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Michael Jones F. C. C. A.  
The Association of Chartered Certified Accountants

Bevan Buckland LLP  
Ground Floor Cardigan House  
Castle Court  
Swansea Enterprise Park  
Swansea  
SA7 9LA

Date: ...13. December. 2023.....

RACE COUNCIL CYMRU

STATEMENT OF FINANCIAL ACTIVITIES  
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	39,653	520,361	560,014	597,025
Other trading activities	3	2,501	44,148	46,649	127,581
Investment income	4	-	-	-	20
<b>Total</b>		<u>42,154</u>	<u>564,509</u>	<u>606,663</u>	<u>724,626</u>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>	5				
Charitable Activity		<u>180,774</u>	<u>382,562</u>	<u>563,336</u>	<u>892,940</u>
<b>NET INCOME/(EXPENDITURE)</b>		(138,620)	181,947	43,327	(168,314)
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>182,277</u>	<u>260,513</u>	<u>442,790</u>	<u>611,104</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>43,657</u></u>	<u><u>442,460</u></u>	<u><u>486,117</u></u>	<u><u>442,790</u></u>

The notes form part of these financial statements

RACE COUNCIL CYMRU

BALANCE SHEET  
31 MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
<b>CURRENT ASSETS</b>					
Debtors	10	-	52,982	52,982	148,936
Cash at bank		47,237	389,478	436,715	352,450
		<u>47,237</u>	<u>442,460</u>	<u>489,697</u>	<u>501,386</u>
<b>CREDITORS</b>					
Amounts falling due within one year	11	(3,580)	-	(3,580)	(58,596)
		<u>43,657</u>	<u>442,460</u>	<u>486,117</u>	<u>442,790</u>
<b>NET CURRENT ASSETS</b>					
		<u>43,657</u>	<u>442,460</u>	<u>486,117</u>	<u>442,790</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>43,657</u>	<u>442,460</u>	<u>486,117</u>	<u>442,790</u>
<b>NET ASSETS</b>					
		<u>43,657</u>	<u>442,460</u>	<u>486,117</u>	<u>442,790</u>
<b>FUNDS</b>					
Unrestricted funds	12			43,657	182,277
Restricted funds				442,460	260,513
				<u>486,117</u>	<u>442,790</u>
<b>TOTAL FUNDS</b>					
				<u>486,117</u>	<u>442,790</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on ...13 December 2023..... and were signed on its behalf by:



.....  
R Singh - Trustee

The notes form part of these financial statements

**RACE COUNCIL CYMRU**  
**CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 MARCH 2023**

	Notes	2023 £	2022 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	84,265	(295,046)
Net cash provided by/(used in) operating activities		<u>84,265</u>	<u>(295,046)</u>
<b>Cash flows from investing activities</b>			
Interest received		-	20
Net cash provided by investing activities		<u>-</u>	<u>20</u>
<b>Change in cash and cash equivalents in the reporting period</b>			
Cash and cash equivalents at the beginning of the reporting period		352,450	647,476
Cash and cash equivalents at the end of the reporting period		<u>436,715</u>	<u>352,450</u>

The notes form part of these financial statements

RACE COUNCIL CYMRU

NOTES TO THE CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 MARCH 2023

<b>1.</b>	<b>RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES</b>	2023	2022
		£	£
	<b>Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)</b>	43,327	(168,314)
	<b>Adjustments for:</b>		
	Interest received	-	(20)
	Decrease/(increase) in debtors	95,954	(142,236)
	(Decrease)/increase in creditors	(55,016)	15,524
	<b>Net cash provided by/(used in) operations</b>	<u>84,265</u>	<u>(295,046)</u>

<b>2.</b>	<b>ANALYSIS OF CHANGES IN NET FUNDS</b>		
		At 1.4.22	Cash flow
		£	£
	<b>Net cash</b>		At 31.3.23
	Cash at bank	352,450	436,715
		<u>352,450</u>	<u>436,715</u>
		352,450	436,715
	<b>Total</b>	<u>352,450</u>	<u>436,715</u>

The notes form part of these financial statements

RACE COUNCIL CYMRU

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES

**Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

**Income**

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

**Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**Taxation**

The charity is exempt from corporation tax on its charitable activities.

**Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	557,525	596,309
Refunds/ Reimbursements	2,489	716
	<u>560,014</u>	<u>597,025</u>

3. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Fundraising events	<u>46,649</u>	<u>127,581</u>

4. INVESTMENT INCOME

	2023	2022
	£	£
Interest receivable - trading	<u>-</u>	<u>20</u>

RACE COUNCIL CYMRU

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2023

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 6) £	Totals £
Charitable Activity	559,987	3,349	563,336

6. SUPPORT COSTS

	Support costs £
Charitable Activity	3,349

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

8. STAFF COSTS

	2023 £	2022 £
Wages and salaries	195,623	106,042
	<u>195,623</u>	<u>106,042</u>

The key management personnel of the charity comprise the the trustees and the charity's director. The total employee benefits of the key management personnel of the charity were £48,086 (2022 £36,434)

The average monthly number of employees during the year was as follows:

	2023	2022
Average Number of Employees	8	6

No employees received emoluments in excess of £60,000.

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	24,042	572,983	597,025
Other trading activities	21,235	106,346	127,581
Investment income	-	20	20
<b>Total</b>	<u>45,277</u>	<u>679,349</u>	<u>724,626</u>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Charitable Activity	34,547	858,393	892,940
<b>NET INCOME/(EXPENDITURE)</b>	10,730	(179,044)	(168,314)

RACE COUNCIL CYMRU

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2023

<b>9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued</b>	Unrestricted funds £	Restricted funds £	Total funds £
<b>Transfers between funds</b>	113,692	(113,692)	-
<b>Net movement in funds</b>	124,422	(292,736)	(168,314)
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	57,855	553,249	611,104
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>182,277</u>	<u>260,513</u>	<u>442,790</u>
<b>10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>		2023 £	2022 £
Other debtors		52,982	148,936
<b>11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>		2023 £	2022 £
Social security and other taxes		1,130	3,337
Other creditors		-	55,259
Accrued expenses		2,450	-
		<u>3,580</u>	<u>58,596</u>

RACE COUNCIL CYMRU

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2023

12. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
<b>Unrestricted funds</b>			
General fund	182,277	(138,620)	43,657
<b>Restricted funds</b>			
Windrush Funding 2022	-	4,007	4,007
Welsh Government Black History Wales			
REAP 08	84,897	(51,438)	33,459
PCC ACES	5,021	(5,021)	-
Comic Relief Global Majority Fund	13,453	(3,942)	9,511
CAB	17,878	(15,376)	2,502
Zero Tolerance Policy for Racism in Wales	838	(606)	232
The Grand Hub Memory: Past, Present, and Future	-	49,171	49,171
Grand Hub Capital	30,292	(30,292)	-
HUB Garden Cafe	2,910	(2,910)	-
Youth Project	7,126	-	7,126
Windrush Cymru: Our Voices, Our Stories, Our History	-	4,837	4,837
Welsh Local Government Association Hate			
Crime in Schools	8,277	(8,277)	-
Windrush Cymru Elders	1,070	(238)	832
Black History Wales 2022-23	-	109,101	109,101
Black History Wales 2021-22	27,312	(27,312)	-
Crossing Borders	2,560	5,434	7,994
Welsh Government Windrush Day	3,578	633	4,211
WCVA TSPC	3,139	(3,139)	-
Equalities & Diversity Training	6,321	71,077	77,398
Consultancy & Engagement	32,746	46,274	79,020
Smack Ban & RSE	8,354	(8,354)	-
CAB Translation	4,357	(4,177)	180
Child Poverty 2023	-	4,995	4,995
SEEN Project 2023	-	26,000	26,000
Black, Asian, and Minority Ethnic Youth Forum	384	-	384
North-East Wales Multi-Cultural Hub			
Community Grant 2023	-	21,500	21,500
	<u>260,513</u>	<u>181,947</u>	<u>442,460</u>
<b>TOTAL FUNDS</b>	<u>442,790</u>	<u>43,327</u>	<u>486,117</u>

RACE COUNCIL CYMRU

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2023

12. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	42,154	(180,774)	(138,620)
<b>Restricted funds</b>			
Windrush Funding 2022	76,304	(72,297)	4,007
Welsh Government Black History Wales REAP 08	-	(51,438)	(51,438)
PCC ACES	-	(5,021)	(5,021)
Comic Relief Global Majority Fund	4,000	(7,942)	(3,942)
CAB	4,500	(19,876)	(15,376)
Zero Tolerance Policy for Racism in Wales The Grand Hub Memory: Past, Present, and Future	-	(606)	(606)
Grand Hub Capital	37,130	12,041	49,171
HUB Garden Cafe	-	(30,292)	(30,292)
Windrush Cymru: Our Voices, Our Stories, Our History	(2,407)	(503)	(2,910)
Welsh Local Government Association Hate Crime in Schools	8,960	(4,123)	4,837
Windrush Cymru Elders	3,580	(11,857)	(8,277)
Black History Wales 2022-23	2,259	(2,497)	(238)
Black History Wales 2021-22	164,854	(55,753)	109,101
Crossing Borders	10,625	(37,937)	(27,312)
Welsh Government Windrush Day	16,087	(10,653)	5,434
WCVA TSPC	5,626	(4,993)	633
Equalities & Diversity Training	-	(3,139)	(3,139)
Consultancy & Engagement	80,185	(9,108)	71,077
Smack Ban & RSE	67,811	(21,537)	46,274
CAB Translation	-	(8,354)	(8,354)
CCS Summer Fun, Half Term, Winter Fun	-	(4,177)	(4,177)
Child Poverty 2023	7,500	(7,500)	-
SEEN Project 2023	4,995	-	4,995
North-East Wales Multi-Cultural Hub Community Grant 2023	26,000	-	26,000
	46,500	(25,000)	21,500
	<u>564,509</u>	<u>(382,562)</u>	<u>181,947</u>
<b>TOTAL FUNDS</b>	<u>606,663</u>	<u>(563,336)</u>	<u>43,327</u>

RACE COUNCIL CYMRU

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2023

12. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
<b>Unrestricted funds</b>				
General fund	57,855	10,730	113,692	182,277
<b>Restricted funds</b>				
Welsh Government Black History Wales REAP 08	-	84,897	-	84,897
PCC ACES	-	5,021	-	5,021
Comic Relief Global Majority Fund	271,467	(258,014)	-	13,453
CAB	1,408	16,470	-	17,878
Zero Tolerance Policy for Racism in Wales	2,385	(1,547)	-	838
Black Lives Matter Wales	2,395	(5,077)	2,682	-
The Grand Hub Memory: Past, Present, and Future	6,120	(6,329)	209	-
Grand Hub Capital	25,819	4,473	-	30,292
HUB Garden Cafe	-	2,910	-	2,910
Youth Project	-	7,126	-	7,126
Windrush Cymru: Our Voices, Our Stories, Our History	13,591	(16,321)	2,730	-
Welsh Local Government Association Hate Crime in Schools	6,444	1,833	-	8,277
Windrush Cymru Elders	898	172	-	1,070
Black History Wales 2021-22	-	27,312	-	27,312
Black History Wales 2020-21	77,346	(35,081)	(42,265)	-
Crossing Borders	9,625	(7,065)	-	2,560
Welsh Government Windrush Day	-	3,578	-	3,578
WCVA TSPC	-	3,139	-	3,139
Equalities & Diversity Training	148	6,173	-	6,321
Consultancy & Engagement	-	32,746	-	32,746
Smack Ban & RSE	-	8,354	-	8,354
CAB Translation	-	4,357	-	4,357
Welsh Government - Race Hate Project	9,000	(603)	(8,397)	-
Arts Council Wales - Arts Organisations Recovery (Capital)	51,865	(40,491)	(11,374)	-
Arts Council Wales - Arts Organisations Recovery (Revenue)	30,878	(31,155)	277	-
Race Equality Action Plan	8,896	15,153	(24,049)	-
Covid19 - Project Funding	34,480	(975)	(33,505)	-
Black, Asian, and Minority Ethnic Youth Forum	484	(100)	-	384
	<u>553,249</u>	<u>(179,044)</u>	<u>(113,692)</u>	<u>260,513</u>
<b>TOTAL FUNDS</b>	<u>611,104</u>	<u>(168,314)</u>	<u>-</u>	<u>442,790</u>

RACE COUNCIL CYMRU

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2023

12. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	45,277	(34,547)	10,730
<b>Restricted funds</b>			
Welsh Government Black History Wales			
REAP 08	168,000	(83,103)	84,897
PCC ACES	13,240	(8,219)	5,021
Comic Relief Global Majority Fund	30,000	(288,014)	(258,014)
CAB	48,805	(32,335)	16,470
Zero Tolerance Policy for Racism in Wales	700	(2,247)	(1,547)
Black Lives Matter Wales	-	(5,077)	(5,077)
The Grand Hub Memory: Past, Present, and Future	-	(6,329)	(6,329)
Grand Hub Capital	18,287	(13,814)	4,473
HUB Garden Cafe	7,760	(4,850)	2,910
Youth Project	15,995	(8,869)	7,126
Windrush Cymru: Our Voices, Our Stories, Our History	157	(16,478)	(16,321)
Welsh Local Government Association Hate Crime in Schools	22,196	(20,363)	1,833
Windrush Cymru Elders	3,450	(3,278)	172
Black History Wales 2021-22	91,446	(64,134)	27,312
Black History Wales 2020-21	92,693	(127,774)	(35,081)
Crossing Borders	2,025	(9,090)	(7,065)
Welsh Government Windrush Day	10,275	(6,697)	3,578
WCVA TSPC	3,501	(362)	3,139
Equalities & Diversity Training	30,068	(23,895)	6,173
Consultancy & Engagement	60,398	(27,652)	32,746
Smack Ban & RSE	17,278	(8,924)	8,354
CAB Translation	8,400	(4,043)	4,357
Welsh Government - Race Hate Project	123	(726)	(603)
Arts Council Wales - Arts Organisations Recovery (Capital)	8,205	(48,696)	(40,491)
Arts Council Wales - Arts Organisations Recovery (Revenue)	-	(31,155)	(31,155)
Race Equality Action Plan	23,999	(8,846)	15,153
Covid19 - Project Funding	2,348	(3,323)	(975)
Black, Asian, and Minority Ethnic Youth Forum	-	(100)	(100)
	<u>679,349</u>	<u>(858,393)</u>	<u>(179,044)</u>
<b>TOTAL FUNDS</b>	<u>724,626</u>	<u>(892,940)</u>	<u>(168,314)</u>

RACE COUNCIL CYMRU

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2023

12. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
<b>Unrestricted funds</b>				
General fund	57,855	(127,890)	113,692	43,657
<b>Restricted funds</b>				
Windrush Funding 2022	-	4,007	-	4,007
Welsh Government Black History Wales REAP 08	-	33,459	-	33,459
Comic Relief Global Majority Fund	271,467	(261,956)	-	9,511
CAB	1,408	1,094	-	2,502
Zero Tolerance Policy for Racism in Wales	2,385	(2,153)	-	232
Black Lives Matter Wales	2,395	(5,077)	2,682	-
The Grand Hub Memory: Past, Present, and Future	6,120	42,842	209	49,171
Grand Hub Capital	25,819	(25,819)	-	-
Youth Project	-	7,126	-	7,126
Windrush Cymru: Our Voices, Our Stories, Our History	13,591	(11,484)	2,730	4,837
Welsh Local Government Association Hate Crime in Schools	6,444	(6,444)	-	-
Windrush Cymru Elders	898	(66)	-	832
Black History Wales 2022-23	-	109,101	-	109,101
Black History Wales 2020-21	77,346	(35,081)	(42,265)	-
Crossing Borders	9,625	(1,631)	-	7,994
Welsh Government Windrush Day	-	4,211	-	4,211
Equalities & Diversity Training	148	77,250	-	77,398
Consultancy & Engagement	-	79,020	-	79,020
CAB Translation	-	180	-	180
Child Poverty 2023	-	4,995	-	4,995
SEEN Project 2023	-	26,000	-	26,000
Welsh Government - Race Hate Project	9,000	(603)	(8,397)	-
Arts Council Wales - Arts Organisations Recovery (Capital)	51,865	(40,491)	(11,374)	-
Arts Council Wales - Arts Organisations Recovery (Revenue)	30,878	(31,155)	277	-
Race Equality Action Plan	8,896	15,153	(24,049)	-
Covid19 - Project Funding	34,480	(975)	(33,505)	-
Black, Asian, and Minority Ethnic Youth Forum	484	(100)	-	384
North-East Wales Multi-Cultural Hub Community Grant 2023	-	21,500	-	21,500
	<u>553,249</u>	<u>2,903</u>	<u>(113,692)</u>	<u>442,460</u>
<b>TOTAL FUNDS</b>	<u>611,104</u>	<u>(124,987)</u>	<u>-</u>	<u>486,117</u>

RACE COUNCIL CYMRU

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2023

12. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	87,431	(215,321)	(127,890)
<b>Restricted funds</b>			
Windrush Funding 2022	76,304	(72,297)	4,007
Welsh Government Black History Wales			
REAP 08	168,000	(134,541)	33,459
PCC ACES	13,240	(13,240)	-
Comic Relief Global Majority Fund	34,000	(295,956)	(261,956)
CAB	53,305	(52,211)	1,094
Zero Tolerance Policy for Racism in Wales	700	(2,853)	(2,153)
Black Lives Matter Wales	-	(5,077)	(5,077)
The Grand Hub Memory: Past, Present, and Future	37,130	5,712	42,842
Grand Hub Capital	18,287	(44,106)	(25,819)
HUB Garden Cafe	5,353	(5,353)	-
Youth Project	15,995	(8,869)	7,126
Windrush Cymru: Our Voices, Our Stories, Our History	9,117	(20,601)	(11,484)
Welsh Local Government Association Hate Crime in Schools	25,776	(32,220)	(6,444)
Windrush Cymru Elders	5,709	(5,775)	(66)
Black History Wales 2022-23	164,854	(55,753)	109,101
Black History Wales 2021-22	102,071	(102,071)	-
Black History Wales 2020-21	92,693	(127,774)	(35,081)
Crossing Borders	18,112	(19,743)	(1,631)
Welsh Government Windrush Day	15,901	(11,690)	4,211
WCVA TSPC	3,501	(3,501)	-
Equalities & Diversity Training	110,253	(33,003)	77,250
Consultancy & Engagement	128,209	(49,189)	79,020
Smack Ban & RSE	17,278	(17,278)	-
CAB Translation	8,400	(8,220)	180
CCS Summer Fun, Half Term, Winter Fun	7,500	(7,500)	-
Child Poverty 2023	4,995	-	4,995
SEEN Project 2023	26,000	-	26,000
Welsh Government - Race Hate Project	123	(726)	(603)
Arts Council Wales - Arts Organisations Recovery (Capital)	8,205	(48,696)	(40,491)
Arts Council Wales - Arts Organisations Recovery (Revenue)	-	(31,155)	(31,155)
Race Equality Action Plan	23,999	(8,846)	15,153
Covid19 - Project Funding	2,348	(3,323)	(975)
Black, Asian, and Minority Ethnic Youth Forum	-	(100)	(100)
North-East Wales Multi-Cultural Hub Community Grant 2023	46,500	(25,000)	21,500
	<u>1,243,858</u>	<u>(1,240,955)</u>	<u>2,903</u>
<b>TOTAL FUNDS</b>	<u>1,331,289</u>	<u>(1,456,276)</u>	<u>(124,987)</u>

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2023

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.

RACE COUNCIL CYMRU

DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	557,525	596,309
Refunds/ Reimbursements	2,489	716
	<u>560,014</u>	<u>597,025</u>
<b>Other trading activities</b>		
Fundraising events	46,649	127,581
<b>investment income</b>		
Interest receivable - trading	-	20
	<u>606,663</u>	<u>724,626</u>
<b>Total incoming resources</b>	<b>606,663</b>	<b>724,626</b>
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Wages	195,623	106,042
Insurance	1,062	1,018
Telephone/ Computer Costs	46,686	13,704
Administration and stationery	2,426	1,993
Consultancy	252,080	678,472
Materials & Equipment	34,953	50,337
Travel & Subsistence	18,218	13,236
Membership	1,097	777
Bank Charges	39	96
Donations	4,768	3,750
Governance Costs	-	2,759
Venue Hire	758	860
Marketing & Printing	2,277	19,126
Food Delivery	-	770
	<u>559,987</u>	<u>892,940</u>
<b>Support costs</b>		
<b>Support costs</b>		
Accountancy and legal fees	3,349	-
	<u>563,336</u>	<u>892,940</u>
<b>Total resources expended</b>	<b>563,336</b>	<b>892,940</b>
<b>Net income/(expenditure)</b>	<b><u>43,327</u></b>	<b><u>(168,314)</u></b>

This page does not form part of the statutory financial statements

**RACE COUNCIL CYMRU**

England & Wales - Charity number 1148598

---

# Accounts

---

**Company Number: 07863274**  
**Charity Number: 1148598**

**Race Council Cymru**

*A Company Limited by Guarantee*

**Trustees' report and financial statements**

**For the year ended 31 March 2022**

**Trustees' report and financial statements**

<i>Contents</i>	<i>Page</i>
<b>Reports</b>	
Report of the trustees	2
Independent examiner's report	6
<b>Financial statements</b>	
Statement of financial activities	7
Statement of financial position	8
Statement of cashflows	9
Notes to the financial statements	10

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Charity name:** Race Council Cymru  
**Charity registration number:** 1148598  
**Company registration number:** 07863274  
**Registered office:** 5 Lamb Lane, Killay, Swansea, SA2 7ES

*Our advisers*

**Independent examiner** Ian Bowen LLB FCA, I D Bowen & Co., Chartered Accountants, 19 Alexandra Road, Gorseinon, Swansea, SA4 4NW

**Bankers** Lloyds Bank PLC., 7 Carter St, Uttoxeter, Staffs., ST14, 8HD  
The Co-Operative Bank Plc., P O Box 250, Skelmersdale, WN8, 6WT

**Directors and trustees**

**Elected trustees**

Judge Ray Singh CBE	Chair
Professor Emmanuel Ogbonna	Vice chair
Mrs Samsunear Ali	Treasurer
Professor Meena Upadhyaya OBE	
Dr Grace Kerry	
Dr Haz Shah BEM	
Menai Peris Owen-Jones	
Rebecca Catherine Woolley	(Resigned 6 July 2022)
Kathryn Louise Robson	

**Company secretary**  
Uzoamaka Linda Iwobi

**Executive team**

Kay Denyer - Director

## **REPORT OF THE TRUSTEES**

The trustees, who are also the directors of the charitable company for the purposes of the Companies Act 2006, present their annual report together with the audited financial statements of the charitable company the year ended 31 March 2022 which are also prepared to meet the requirement for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Memorandum and Articles of Association, applicable Accounting Standards in the United Kingdom, the Statement of Recommended Practice (SORP) 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), the Charities Act 2011 and the Companies Act 2006.

## **OBJECTIVES AND AIMS**

Race Council Cymru is committed to breaking down barriers, promoting participation and community cohesion and integration as well as facilitating a better understanding of diverse ethnic communities in Wales. It is involved in the promotion of equality and diversity for the public benefit by for example: the elimination of discrimination on the grounds of race, culture, ethnicity, nationality and language; advancing education and raising awareness in equality and diversity; promoting activities to foster understanding between people from diverse ethnic backgrounds; conducting or commissioning research on equality and diversity issues and publishing the results to the public; cultivating a sentiment in favour of racial equality and diversity.

### **Public benefit**

When reviewing its objectives and aims, reference is made to the guidance contained in the Charity Commission's general guidance on public benefit. The board of management considers in detail how planned activities contribute to the aims and objectives set out in the organisation's constitution.

## **SIGNIFICANT ACTIVITIES**

### **Windrush Cymru: Our Voices, Our Stories, Our History**

This project was originally an 18month project, starting in 2019 and programmed to complete in 2021. The project was greatly impacted in 2020 by the pandemic and contact interviews had to be halted throughout the Covid19 lockdown period, restarting in mid 2021. The final stories collected and uploaded to the People's Collection Wales and National Museum Wales archives in autumn 2021 and the Windrush exhibition, digital exhibition being launched in October 2021.

### **Windrush Cymru Elders & Windrush Day 2021**

RCC support the Windrush Cymru Elders group with funding and administrative duties to enable the group to meet once again in contact post Covid and take part in weekly activities. RCC in collaboration with the Windrush Cymru Elders, delivered the Windrush Day 2021 event online on 22 June 2021.

### **Multicultural HUBs**

The regional multicultural HUBs in Cardiff & Vale, Newport, West Wales and North Wales are supported collectively with the sharing of opportunities and information. The Swansea Multicultural HUB, is situated in its own building and provides office space for RCC, African Community Centre and Chinese in Wales Association and a series of venue spaces that can be used or hired by HUB community partners or by outside organisations. The income from room hire, supports community use of the building and covers venues costs of wifi, IT support services, materials, equipment servicing and repairs.

### **Equalities & Diversity Training**

RCC delivers a range of Equalities and Diversity training to organisations pan Wales, including: Anti-Racism, Unconscious Bias, Multicultural Awareness training.

### **Crossing Borders (CB)**

Youth support is delivered with engagement sessions in Swansea, to support mental health and wellbeing for young people with opportunities to connect with others from the same region. CB delivers small engagement projects such as Ty Cerdd, Engage & Inspire, along with creative programmes to benefit the young people and provide opportunities to take part in a diverse range of activities.

### **Comic Relief Global Majority Fund (GMF)**

RCC was awarded funding to act as intermediary partner to Comic Relief and associates: National Emergency Fund, The Clothworkers Foundation and Esmee Fairbairn Foundation to distribute rapid funding to a diverse range of locally-led 'communities experiencing racial inequality'. RCC is delivering this fund in partnership with BAWSO and Welsh Refugee

## **Race Council Cymru**

### **Year ended 31 March 2022**

Council and directing funding to communities and organisations based in Wales. The project started and the majority of the funding was received in the last financial year 20-21, with the project being delivered and funding being distributed in this financial year 2021-22. One of many examples of projects that span financial years with funding being received and showing as income in one financial year and delivery and expenditure taking place in a following year.

#### **Citizens Advice Cymru | Cardiff & Vale**

RCC worked in partnership with Citizens Advice Cymru to deliver key referrals to Advicelink Cymru. The aim of the partnership was to support individuals or families from culturally diverse communities living in Cardiff and the Vale with effective signposting to income maximisation advice.

#### **Zero Tolerance Policy for Racism in Wales | ZERORACISMWALES**

This RCC programme was launched in 2020 and calls on all organisations and individuals to sign up to the zero-tolerance policy to racism in Wales. Stage one of the programme, is to encourage organisations and individuals to pledge and agree to take a stand against racism and promote a more inclusive and equal workplace and society that gives every individual in Wales the right to feel safe, valued and included.

Stage Two is in development and will produce a workable Race Charter Mark, to make change by educating and progressing organisations best practice and creating an Anti-Racist Wales.

#### **Wales Race Forum | Cross-Party Group on Race Equality | Third Sector Partnership Council**

RCC is a partner of the Wales Race Forum (WRF) and the Cross-Party Group on Race Equality (CPG), to provide expertise on issues that affect the Black, Asian and Minority Ethnic communities. The WRF group is facilitated by Welsh Government within online meetings.

RCC provide bi annual secretariat support to the CPG and contribute to quarterly meetings with the aim of addressing the disparity of representation of diverse communities, to tackle racial inclusion and diversity across all political parties and to afford an active forum for representatives from relevant organisations to meet with AMs to discuss areas of concern.

RCC takes a shared role as Minority Ethnic representative on the Wales Council for Voluntary Action (WCVA), in Third Sector Partnership Council (TSPC) meetings. RCC are able to bring lived experience and expertise to the meetings and take away key information from meetings to share widely with Wales based communities.

#### **Welsh Local Government Association (WLGA) | Hate Crime in Schools**

The delivery of the WLGA Hate Crime in Schools Programme was halted during the pandemic restarted post lockdown with the lifting of restrictions, in the school summer and autumn terms of 2021. Hate Crime educational sessions were delivered in 16 schools and completed by March 2022.

#### **Black History Wales 2020-21 | 2021-22**

Delivery of the Black History Wales programme was for a full 12 months, achieving the long-term aim of progressing from one token Black History Month to full engagement with Black History throughout each and every year. Black History Wales' programmes span financial years with the BHW programme starting in October in one financial year and running to 30 September of the following financial year. Key BHW launch events were delivered, along with creative programmes and small activities pan Wales.

#### **Welsh Government Black History Wales (BHW) REAP 08**

RCC received funding to deliver key creative elements for Black History Wales that included development of the Black Lives Matter Wales exhibition, development of the BHW Artists Gallery, and Youth Festival work and creation of a BHW Resources website and BHW engagement via regionally community officers.

#### **HUB Garden café**

RCC developed a garden on the roof area of the Swansea Multicultural HUB. The idea of the garden was to grow and share fresh fruit and vegetables in support of food poverty in our local communities. The garden also provides a quiet and beautiful space to sit and support well-being for our staff and community members.

#### **Consultancy and engagement**

RCC delivered a wide range of engagement and consultancy projects throughout the year, working for a series of organisations on many programmes including: Criminal Justice in Wales, Recognition, Smacking Ban, National Museums Wales Contemporary Arts Gallery, Coastal Housing staff development, Welsh Women's Aid, CADW, National Botanical Gardens.

#### **Youth projects**

RCC delivered a series of activities for young people based in the Swansea Multicultural HUB during school term holidays. The young people attending were from diverse Minority Ethnic backgrounds and formed Multicultural groups that took part in creative activities.

## **FINANCIAL REVIEW**

The charity ended 2021-22 with a year end deficit of £168,314 (2021 - surplus of £397,090).

The deficit has been deducted from the total funds brought forward from 2020-21, making a total reserve fund of £442,790, of which £260,513 is restricted. The unrestricted funds amounted to £182,277 at the year end and the Trustees have not designated any of the funds for specific purposes. Please see below for Reserves Policy.

### **Investment policy**

Under the memorandum and articles of association, the charity has the power to make any investment which the trustees see fit.

The charity has a policy of keeping surplus liquid funds in short-term deposits which can be accessed readily.

### **Reserves Policy**

The trustees aim to maintain free reserves in unrestricted funds at a level between three and six months of unrestricted charitable expenditure. They consider that this level will ensure that there are sufficient funds available to cover support and governance costs in the event that the Company needed to be wound up. The trustees therefore consider that the ideal level of operational free reserves at 31 March 2022 would therefore be £30,000 to £60,000.

Of the total reserves of £442,790 (2021 - £611,104), £260,513 (2021 - £553,249) was restricted. The restricted reserves result from the recognition of various grants from, among others, the Comic Relief Global Majority Fund, Arts Council Wales, Covid 19 Project Funding and funding for Black History Wales; the work on these projects will continue during 2022-23.

Unrestricted general funds amounted to £182,277 (2021 - £57,855) all of which represent free reserves and which is above the target level for such reserves mentioned above.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

Race Council Cymru is a charitable company limited by guarantee, incorporated on 28 November 2011 and registered as a charity on 16 August 2012. The charity was established under a Memorandum and Articles of Association which established the objectives and powers of the company. In the event of the company being wound up the members are required to contribute an amount not exceeding £10.

### **Recruitment and appointment of new trustees**

The directors of the company are also charity trustees as defined charity law. Under the requirements of the Memorandum and Articles of Association at each annual general meeting one-third of the directors or, if their number is not three or a multiple of three, the number nearest to one-third, must retire from office. If there is only one director, he or she must retire. Directors are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting. The appointment of a director, whether by the charity in general meeting or by the other directors, must not cause the number of directors to exceed any number fixed as the maximum number of directors. All board members give their time voluntarily and receive no benefits from the charity.

Race Council Cymru is the overarching umbrella body established in Wales to bring together key organisations which work to combat prejudice, race discrimination, harassment, abuse and violence. It works towards the elimination of racial discrimination and the promotion of equality of opportunity and improving race relations between people from different racial backgrounds.

The board members therefore seek to ensure that the needs of people from the different racial backgrounds are appropriately reflected through the diversity of the board members. To enhance the potential pool of board members the charity has through a scrupulous process recruited board members from varied backgrounds. Equally important is the broad skill mix of the board members which is taken into consideration during the recruitment process. In the event of any skills lost due to board members leaving or through retirement, individuals with similar skills are approached with a request for them to join the Board.

### **Induction and training of new trustees**

Many of the board members at the initial stage of joining the board are already familiar with the practical work of the charity. However, all board members are encouraged to undertake a series of training courses to equip them with the necessary knowledge, skills and awareness of their roles and responsibilities as well as objects of the organisation. A trustee starter pack is given out as a handout to each board member including a copy of the Memorandum and Articles of Association.

**Organisational structure**

Race Council Cymru has a minimum of four board members and no maximum number. The board meets quarterly and is responsible for the strategic direction and policy of the charity. The board members are from different professional backgrounds relevant to the work of the charity and they all have voting rights.

**Related parties and co-operation with other organisations**

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity with another company or contractor must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. Details of related party transactions in the current year are set out in the notes to the accounts.

**Pay policy for senior staff**

The board of trustees, who are the company directors, and the senior management team comprise the key management personnel of the company in charge of directing and controlling, running and operating the company on a day-to-day basis. All trustees give of their time freely, and no trustee received remuneration in the year. The pay of the senior staff who are not trustees is set at the point of recruitment with reference to the market rate within the charity sector taking into account the funding constraints the charity faces. In view of the nature of the company, the trustees benchmark against pay levels in other comparable charitable organisations run on a voluntary basis. The remuneration benchmark is generally by reference to the range paid for equivalent roles in similar organisations. It is reviewed annually and normally increased in line with pay increases for the rest of the organisation.

**Risk management**

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The trustees have the responsibility to manage risk to sustain the organisation and ensure that all its activities are risk assessed before they are carried out. Systems and procedures have been established to mitigate the risks the charity faces. Most significant is the external risk to funding which has led to the development of a strategic plan which will allow diversification of funding and activities. Internal control of risk is minimised by the implementation of procedures for authorisation of all transactions and projects. All relevant policies are regularly reviewed periodically to ensure that they meet the needs of the charity.

**Approach to fundraising**

The charity undertakes fundraising to help support its core activities and work.

The main funding source for the charity is grant and other voluntary income. The income from grants and other voluntary income during the year accounted for 97% of all income. The principal funding sources are set out in the notes to the accounts.

All of our fundraising is undertaken by staff within the organisation; we do not use commercial participators or professional fundraisers.

As part of our commitment to good practice, we ensure that our fundraising activity is subject to statutory regulations and GDPR.

We did not receive any complaints during the year in relation to our fundraising activity.

This report has been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

Signed on behalf of the trustees:

  
\_\_\_\_\_

Name: Judge Ray Singh CBE, Chair of trustees

Approved on: 27 July 2022

**Independent examiner's report to the trustees of the Race Council Cymru**

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2022.

**Responsibilities and basis of report**

As the charity's trustees of the company (who are also its directors for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Ian Bowen LLB ACA  
Independent examiner

30 November 2022

I D Bowen & Co  
Chartered Accountants  
19 Alexandra Road  
Gorseinon  
Swansea  
SA4 4NW

Statement of financial activities (including an income and expenditure account)

	Notes	2022			2021		
		Unrestricted Funds £	Restricted Funds £	Total Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds £
<b>Income from</b>							
Donations and legacies	3	23,326	572,983	596,309	34,993	794,597	829,590
Activities for generating funds	4	21,235	106,346	127,581	28,388	-	28,388
Interest receivable		-	20	20	1	1	2
Other sources	5	716	-	716	230	-	230
<b>Total income</b>		<b>45,277</b>	<b>679,349</b>	<b>724,626</b>	<b>63,612</b>	<b>794,598</b>	<b>858,210</b>
<b>Expenditure on</b>							
Charitable activities	6	34,547	858,393	892,940	65,401	395,719	461,120
<b>Total expenditure</b>		<b>34,547</b>	<b>858,393</b>	<b>892,940</b>	<b>65,401</b>	<b>395,719</b>	<b>461,120</b>
<b>Net (expenditure)/income</b>		<b>10,730</b>	<b>(179,044)</b>	<b>(168,314)</b>	<b>(1,789)</b>	<b>398,879</b>	<b>397,090</b>
Transfers between funds		113,692	(113,692)	-	38,611	(38,611)	-
<b>Net movement in funds</b>		<b>124,422</b>	<b>(292,736)</b>	<b>(168,314)</b>	<b>36,822</b>	<b>360,268</b>	<b>397,090</b>
<b>Reconciliation of funds</b>							
Total funds brought forward at 1 April 2021		57,855	553,249	611,104	21,033	192,981	214,014
Total funds carried forward at 31 March 2022		<b>182,277</b>	<b>260,513</b>	<b>442,790</b>	<b>57,855</b>	<b>553,249</b>	<b>611,104</b>

There were no recognised gains and losses other than those set out in the statement of financial activities above.

All of the charity's income and expenditure derived from continuing activities during the above financial periods.

Statement of financial position

Company Number : 07863274

	Notes	2022 £	2021 £
<b>Current assets</b>			
Debtors	10	148,936	6,700
Cash at bank and in hand		352,450	647,476
		<u>501,386</u>	<u>654,176</u>
<b>Liabilities</b>			
Creditors: amounts falling due within one year	11	<u>(58,596)</u>	<u>(43,072)</u>
<b>Net current assets</b>		<u>442,790</u>	<u>611,104</u>
<b>Total net assets</b>		<u>442,790</u>	<u>611,104</u>
<b>Charity funds</b>			
Unrestricted income funds	14	182,277	57,855
Restricted income funds		260,513	553,249
<b>Total funds</b>		<u>442,790</u>	<u>611,104</u>

For the year ending 31 March 2022 the company was entitled to exemption from audit 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.

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

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the trustees and signed on their behalf by:

Signed



Name: Judge Ray Singh CBE, Chair of trustees

Approved on : 27 July 2022

**Race Council Cymru**  
**Year ended 31 March 2022**

**Statement of cashflows**

**Cash flows from operating activities:**

Net cash provided by (used in) operating activities

Notes	2022 £	2021 £
(i)	(295,046)	433,460

**Cash flows from investing activities:**

Interest received

	20	2
--	----	---

Net cash provided by investing activities

	20	2
--	----	---

Change in cash equivalents in year

	(295,026)	433,462
--	-----------	---------

**Reconciliation of funds**

Cash and cash equivalents at 1 April 2021

(ii)	647,476	214,014
------	---------	---------

Cash and cash equivalents at 31 March 2022

(ii)	352,450	647,476
------	---------	---------

**Notes to the statement of cashflows for the year ended 31 March 2022**

**(i) Reconciliation of net movement in funds to net cash used in operating activities**

	2022 £	2021 £
Net movement in funds (as per the statement of financial activities)	(168,314)	397,090
Adjustments for:		
Interest receivable	(20)	(2)
(Increase) in debtors	(142,236)	(6,700)
Increase in creditors	15,524	43,072
Net cash provided by (used in) operating activities	(295,046)	433,460

**(ii) Analysis of changes in net debt**

	2022 £	2021 £
Cash at bank and in hand at 1 April	647,476	214,014
Cash flows	(295,026)	433,462
Cash at bank and in hand at 31 March	352,450	647,476

**Race Council Cymru**  
**Year ended 31 March 2022**

**Notes to the financial statements**

**1 Accounting policies**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are laid out below.

***Basis of preparation***

These financial statements have been prepared for the year to 31 March 2022 with comparative information given in respect to the year ended 31 March 2021.

The financial statements have been prepared under the historical cost convention with items initially recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these financial statements.

The financial statements have been prepared in accordance with the Charities SORP (FRS102) - 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Charity constitutes a public benefit entity as defined by FRS 102.

***Critical accounting estimates and areas of judgement***

The most significant areas of adjustment and key assumptions that affect items in the financial statements are in respect to:

- Assessing the useful economic lives of tangible fixed assets for the purpose of determining the annual depreciation charge;
- Determining the degree to which provisions are required in respect of bad and doubtful debts; and
- Estimating future income and expenditure flows for the purpose of assessing going concern.

With respect to the next reporting period, the future impact of the ongoing Coronavirus pandemic remains the most significant area of uncertainty that may affect the carrying estimation of the Charity's future income (and expenditure) flows.

***Going concern***

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of at least one year from the date of approval of these financial statements.

The Trustees and Executive have prepared forecasts and budgets that support the going concern basis of these financial statements.

The charity has adequate cash reserves which are being actively monitored and managed and the trustees believe that these actions have secured the immediate future of the charitable company for 12 to 18 months from the balance sheet date and that on this basis the charity is a going concern.

Therefore, the trustees are of the opinion that the Charity has planned carefully in order to meet its liabilities as they fall due and, whilst they acknowledge that there will be challenges ahead, they are of the opinion that the use of the going concern assumption in the preparation of these financial statements is appropriate.

***Income recognition***

Income is recognised in the period in which the Charity is entitled to receipt, the amount can be measured reliably and it is probable that the income will be received. Income is deferred only when the Charity has to fulfil conditions before becoming entitled to it or where the donor or funder has specified that the income is to be expended in a future accounting period.

***Income recognition (continued)***

Income comprises donations and grants, income from charitable activities, interest receivable and income from the Government's Coronavirus Job Retention scheme.

Donations are recognised when the Charity has confirmation of both the amount and settlement date.

In accordance with the Charities SORP, the value of services provided by volunteers has not been included.

Grants, are recognised in full in the Statement of Financial Activities in the year in which they are receivable.

Grants from government, other agencies and voluntary bodies have been included as income from charitable activities where these amount to a contract for services, but as donations where the money is given in response to an appeal or with greater freedom of use, for example monies for core funding.

**Race Council Cymru**  
**Year ended 31 March 2022**

Interest in funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Income from the Coronavirus Job Retention Scheme is credited to the statement of financial activities when the Charity is entitled to receive the funds and when the amount receivable can be quantified.

***Expenditure recognition***

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. Expenditure comprises direct costs and support costs. All expenses, including support costs, are allocated or apportioned to the expenditure on charitable activities.

- Expenditure on charitable activities includes all costs associated with furthering the charitable purposes of the Charity through the provision of its charitable activities. Such costs include staff costs, direct and support costs including governance costs.

***Allocation of support and governance costs***

Support costs represent indirect charitable expenditure. In order to carry out the primary purposes of the Charity it is necessary to provide support in the form of personnel development, financial procedures, provision of office services and equipment and a suitable working environment.

Governance costs comprise the costs involving the public accountability of the Charity (including audit costs) and costs in respect to its compliance with regulation and good practice.

Support and governance costs are allocated directly to expenditure on charitable activities as it is considered that any apportionment to represent expenditure on raising funds would be immaterial.

***Debtors***

Debtors are recognised at the settlement amount due less any provision for non-recoverability. Prepayments are valued at the amount prepaid.

***Cash at bank and in hand***

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as short term deposits. Cash placed on deposit for more than one year is disclosed as a fixed asset investment.

***Creditors and provisions***

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the Charity anticipates it will pay to settle the debt. They have been discounted to the present value of the future cash payment where such discounting is material.

***Fund structure***

The unrestricted general funds comprise those monies which may be used towards meeting the charitable objectives of the Charity and may be applied at the discretion of the trustees.

The designated funds are monies set aside out of general funds for specific purposes by, and at the discretion of, the trustees.

Restricted funds comprise monies raised for, or their use restricted to, a specific purpose, or contributions subject to donor imposed conditions.

***Leased assets***

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities on a straight-line basis over the lease term.

***Pension costs***

Contributions to defined contribution pension schemes and to employees' personal pension plans are charged to the statement of financial activities in the year in which they are payable.

***Taxation***

Race Council Cymru is a charity and, therefore, is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

**Race Council Cymru**  
**Year ended 31 March 2022**

**2 Legal status of the charity**

The charity is a company limited by guarantee and has no share capital. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

**3 Income from donations and legacies**

	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>2022 Total funds</i> £	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>2021 Total funds</i> £
Grants and donations	23,326	572,983	596,309	34,993	794,597	829,590
	23,326	572,983	596,309	34,993	794,597	829,590

**4 Income from activities for generating funds**

	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>2022 Total funds</i> £	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>2021 Total funds</i> £
Fund raising events	21,235	106,346	127,581	28,388	-	28,388
	21,235	106,346	127,581	28,388	-	28,388

**5 Other sources**

	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>2022 Total funds</i> £	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>2021 Total funds</i> £
Refunds/reimbursements	716	-	716	230	-	230
	716	-	716	230	-	230

**6 Expenditure on charitable activities**

	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>2022 Total funds</i> £	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>2021 Total funds</i> £
Wages	7,879	98,163	106,042	22,815	22,439	45,254
Consultancy and project fees	10,682	667,790	678,472	31,315	191,555	222,870
Hub installation, materials & equipment	253	49,914	50,167	-	116,451	116,451
Administration & Stationery	1,411	582	1,993	314	302	616
IT/Telephone/Broadband	8,594	5,110	13,704	4,627	28,292	32,919
Equipment	50	120	170	171	783	954
Membership	115	662	777	827	210	1,037
Travel, subsistence & other expenses	1,263	11,973	13,236	386	4,859	5,245
Insurance	1,018	-	1,018	526	-	526
Venue Hire	-	860	860	-	-	-
Marketing/Printing	-	19,126	19,126	-	15,595	15,595
Bank Charges	96	-	96	79	20	99
Donations	427	3,323	3,750	1,170	3,628	4,798
Food deliveries	-	770	770	-	10,429	10,429
Sundry	-	-	-	171	-	171
Governance costs (See below)	2,759	-	2,759	3,000	1,156	4,156
<b>Total costs</b>	<b>34,547</b>	<b>858,393</b>	<b>892,940</b>	<b>65,401</b>	<b>395,719</b>	<b>461,120</b>

**Race Council Cymru**  
**Year ended 31 March 2022**

**7 Governance costs**

	<i>Unrestricted funds</i>	<i>Restricted funds</i>	<i>2022 Total funds</i>	<i>Unrestricted funds</i>	<i>Restricted funds</i>	<i>2021 Total funds</i>
	£	£	£	£	£	£
Professional fees	509	-	509	-	1,156	1,156
Independent examiner's fees:						
Independent examination	2,250	-	2,250	2,100	-	2,100
Accountancy services	-	-	-	900	-	900
	<u>2,759</u>	<u>-</u>	<u>2,759</u>	<u>3,000</u>	<u>1,156</u>	<u>4,156</u>

**8 Taxation**

The charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Part 11 Chapter 3 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.

**9 Analysis of staff costs and trustee remuneration and expenses**

	<i>2022</i>	<i>2021</i>
	£	£
Wages and salaries	99,159	44,062
Social security costs	4,696	-
Pension	2,187	1,192
	<u>106,042</u>	<u>45,254</u>

No employees had emoluments in excess of £60,000 (2021 - £Nil). Pension costs are allocated to activities in proportion to the related staffing costs incurred and are wholly charged to unrestricted funds.

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021 - £Nil) neither were they reimbursed expenses during the year (2021 - £Nil). No trustee received payment for professional or other services supplied to the charity.

The key management personnel of the charity comprise the trustees and the charity's director. The total employee benefits of the key management personnel of the charity were £36,434 (2021 - £11,620).

**Staff numbers**

**The average number of employees (including casual and part time staff) during the year was:-**

	<i>2022</i>	<i>2021</i>
Administration staff	1	1
Charitable activities	5	1
	<u>6</u>	<u>2</u>

**10 Debtors**

	<i>2022</i>	<i>2021</i>
	£	£
Other debtors	148,936	6,700
	<u>148,936</u>	<u>6,700</u>

**11 Creditors: amounts falling due within one year**

	<i>2022</i>	<i>2021</i>
	£	£
Other creditors and accruals	-	42,401
Social security and other taxes	58,596	671
	<u>58,596</u>	<u>43,072</u>

**Race Council Cymru**  
**Year ended 31 March 2022**

**12 Analysis of charitable funds**

**Analysis of movement in unrestricted funds**

**Year ended 31 March 2022**

	<i>Restated Balance 1 April 2021 £</i>	<i>Incoming funds £</i>	<i>Funds used £</i>	<i>Transfers £</i>	<i>Balance 31 March 2022 £</i>
General fund	57,855	45,277	(34,547)	113,692	182,277
Total	57,855	45,277	(34,547)	113,692	182,277

**Year ended 31 March 2021**

	<i>Restated Balance 1 April 2020 £</i>	<i>Incoming funds £</i>	<i>Funds used £</i>	<i>Restated Transfers £</i>	<i>Restated Balance 31 March 2021 £</i>
General fund	21,033	63,612	(65,401)	38,611	57,855
Total	21,033	63,612	(65,401)	38,611	57,855

**Name of unrestricted fund Description, nature and purposes of the fund**

*General fund* The 'free reserves' after allowing for all designated funds.

**Race Council Cymru**  
**Year ended 31 March 2022**

**12 Analysis of charitable funds (Continued)**

**Analysis of movement in restricted funds**

<b>Year ended 31 March 2022</b>	<b>Balance 1 April 2021 £</b>	<b>Incoming funds £</b>	<b>Funds used £</b>	<b>Transfers £</b>	<b>Balance 31 March 2022 £</b>
Windrush Cymru; Our Voices, Our Stories, our History	13,591	157	(16,478)	2,730	-
Windrush Cymru Elders	898	3,450	(3,278)	-	1,070
Multicultural HUBs	25,819	18,287	(13,814)	-	30,292
Equalities & Diversity Training	148	30,068	(23,895)	-	6,321
Crossing Borders	9,625	2,025	(9,090)	-	2,560
Welsh Government – Race Hate Project	9,000	123	(726)	(8,397)	-
Black, Asian and Minority Ethnic Youth Forum	484	-	(100)	-	384
Comic Relief Global Majority Fund	271,467	30,000	(288,014)	-	13,453
Citizens Advice Cymru	1,408	48,805	(32,335)	-	17,878
Arts Council Wales - Arts Organisations Recovery Funding - Revenue	51,865	7,535	(48,026)	(11,374)	-
Arts Council Wales - Arts Organisations Recovery Funding - Capital	30,878	-	(31,155)	277	-
The Grand Hub Memory: Past, Present and Future	6,120	-	(6,329)	209	-
Zero Tolerance Policy for Racism in Wales	2,385	700	(2,247)	-	838
Race Equality Action Plan (REAP)	8,896	24,995	(9,842)	(24,049)	-
Black Lives Matter Wales	2,395	-	(5,077)	2,682	-
Welsh Local Government Association Hate Crime in Schools	6,444	22,196	(20,363)	-	8,277
Black History Wales 2020-21	77,346	92,693	(127,774)	(42,265)	-
Black History Wales 2021-22	-	91,446	(64,134)	-	27,312
Covid19 Project Funding	34,480	2,022	(2,997)	(33,505)	-
WG BHW REAP 08	-	168,000	(83,103)	-	84,897
PCC ACES	-	13,240	(8,219)	-	5,021
HUB Garden café	-	7,760	(4,850)	-	2,910
WG Windrush Day 2021 & NHS WGWD	-	10,275	(6,697)	-	3,578
WCVA TSPC	-	3,501	(362)	-	3,139
Consultancy and engagement	-	60,398	(27,652)	-	32,746
Smack Ban & RSE	-	17,278	(8,924)	-	8,354
CAB translation	-	8,400	(4,043)	-	4,357
Youth Projects	-	15,995	(8,869)	-	7,126
	<b>553,249</b>	<b>679,349</b>	<b>(858,393)</b>	<b>(113,692)</b>	<b>260,513</b>

12 Analysis of charitable funds (continued)

Year ended 31 March 2021	Restated Balance 1 April 2020 £	Incoming funds £	Funds used £	Restated Transfers £	Restated Balance 31 March 2021 £
Heritage Lottery Fund Windrush 2019	1,768	33,502	(21,679)	-	13,591
Royal Welsh College of Music & Drama	(2,117)	5,000	(2,500)	(383)	-
Windrush Cymru Elders	273	625	-	-	898
Welsh Government: Black History Month 2019	69,313	13,980	(59,680)	(23,613)	-
Welsh Government: Windrush	2,277	9,580	(8,955)	(2,902)	-
Multicultural HUBs	110,093	17,387	(101,661)	-	25,819
Equalities & Diversity & Training	(2,307)	30,288	(30,383)	2,550	148
Wales Council for Voluntary Action Third Sector Partnership Council	6,927	3,501	(6,940)	(3,488)	-
Heritage Lottery Fund Crossing Borders	-	10,000	(375)	-	9,625
Welsh Government – Race Hate Project	7,441	29,877	(28,318)	-	9,000
Black, Asian and Minority Ethnic Youth Forum	(1,822)	2,506	(200)	-	484
South Wales Police Youth Fund	1,135	-	(360)	(775)	-
Comic Relief Global Majority Fund	-	280,001	(8,534)	-	271,467
Citizens Advice Cymru	-	10,009	(8,601)	-	1,408
Arts Council Wales - Arts Organisations Recovery Funding - Revenue	-	67,815	(15,950)	-	51,865
Arts Council Wales - Arts Organisations Recovery Funding - Capital	-	49,229	(18,351)	-	30,878
The Grand Hub Memory: Past, Present and Future	-	10,000	(3,880)	-	6,120
Zero Tolerance Policy for Racism in Wales	-	15,000	(12,615)	-	2,385
Race Equality Action Plan (REAP)	-	35,000	(16,104)	(10,000)	8,896
Black Lives Matter Wales	-	18,600	(16,205)	-	2,395
Welsh Local Government Association Hate Crime in Schools	-	6,444	-	-	6,444
Black History Wales 2020-21	-	88,524	(11,178)	-	77,346
Covid19 Project Funding	-	57,730	(23,250)	-	34,480
<b>Total</b>	<b>192,981</b>	<b>794,598</b>	<b>(395,719)</b>	<b>(38,611)</b>	<b>553,249</b>

**Description, nature and purposes of the fund**

**Multicultural HUBs**

RCC have created 5 Multicultural HUBs across Wales: GRAND Multicultural HUB (Swansea), Newport, North Wales, West Wales and Cardiff & Vale Multicultural HUBs.

**Windrush Cymru: Our Voices, Our Stories, Our History**

A project to capture histories of the Windrush generation and to provide an everlasting accurate social history of their voices, images and lived experience.

**Windrush Cymru Elders (WCE) | Windrush Day 2020**

RCC continue to support the Windrush Cymru Elders with services, activities and special events such as Windrush Day 2020.

**Zero Tolerance Policy for Racism in Wales | ZERORACISMWALES**

ZERORACISMWALES calls on all organisations and individuals committed to promoting racial harmony and equity to sign up to our zero-tolerance policy to racism in Wales.

**Black History Wales 2020-21**

Delivery of the Black History Wales programme for a full 12 months; from 1 October 2020 to 30 September 2021, achieving the long-term aim of progressing from one token Black History Month to full engagement with Black History delivery throughout each and every year in Wales.

**Comic Relief Global Majority Fund (GMF)**

**Race Council Cymru**  
**Year ended 31 March 2022**

RCC was awarded funding to act as intermediary partner to Comic Relief and associates: National Emergency Fund, The Clothworkers Foundation and Esmee Fairbairn Foundation, to distribute rapid funding to a diverse range of locally-led communities experiencing racial inequality.

***Citizens Advice Cymru | Cardiff & Vale***

A RCC engagement service in partnership with Citizens Advice Cymru to build a stronger advice service for culturally diverse communities.

***Arts Council Wales | Arts Organisations Recovery Funding (Capital & Revenue)***

Covid19 recovery funding for both capital and revenue costs to support the reopening of the GRAND Multicultural HUB in the Arts Wing of the Swansea Grand Theatre.

***The Grand Hub Memory: Past, Present and Future***

A project created to engage wider local communities in the heritage of the Swansea Grand Theatre, by capturing their past memories and present connections to the iconic building within an exhibition.

***Black Lives Matter Wales***

RCC support for the Black Lives Matter 'Regional' leaders to work as a collective to progress the BLMW Manifesto and policy work.

***Black, Asian and Minority Ethnic Youth Forum***

Members of the National Youth Forum have delivered key engagement in all areas of youth equalities and in addition supported a Welsh Youth Parliamentarian throughout their appointment to Welsh Government.

***Crossing Borders | South Wales Police (SWP) Youth Fund***

A youth group supported with dance and music sessions plus engagement with the Police Youth Volunteer scheme to learn about Police protocol and life skills.

***Welsh Government (WG), Hate Crime Minority Communities Grant | Welsh Local Government Association (WLGA) Hate Crime in Schools***

Delivery of the programme establishing a Hate Crime Community Champion's scheme. (The WLGA Hate Crime in Schools Programme was temporarily halted during the pandemic).

***RWCMD International Chair of Diversity***

Delivery of a three-year development programme on diversity and equality with key support to progress the RWCMD Equality Action Plan and Antiracism Action Plan.

***Wales Council for Voluntary Action (WCVA) | Third Sector Partnership Council (TSPC)***

RCC represents the interest of Minority Ethnic communities on WCVA's TSPC, which is a key mechanism for the third sector to share information to and from Welsh Government.

***Equalities & Diversity Training / Consultancy***

RCC continue to deliver training in all areas of Equalities across Wales including: Anti-Racism, Unconscious Bias, Multicultural Awareness training.

***Covid19 Project Funding***

RCC was awarded a series of Covid19 related funding to deliver essential support and services.

***Wales Race Forum | Cross Party Group on Race Equality***

RCC sits on the Wales Race Forum (WRF) and the Cross Party Group on Race Equality (CPG), to provide advice on issues that affect the Black, Asian and Minority Ethnic communities.

**Race Council Cymru**  
**Year ended 31 March 2022**

**13 Analysis of net assets between funds**

	<i>General fund</i>	<i>Restricted funds</i>	<i>2022 Total</i>	<i>General fund</i>	<i>Restricted funds</i>	<i>2021 Total</i>
	£	£	£	£	£	£
Cash at bank and in hand	173,497	178,953	352,450	61,696	585,780	647,476
Net current assets	8,780	81,560	90,340	(3,841)	(32,531)	(36,372)
	<u>182,277</u>	<u>260,513</u>	<u>442,790</u>	<u>57,855</u>	<u>553,249</u>	<u>611,104</u>

**14 Related party transactions**

During the year payments were made to the RCC Director of £8,350 (2021 - £24,333) for organisational & project management and to the RCC Company Secretary of £29,546 (2021 - £35,890) for Black History Wales project management and RCC training programme design, delivery and payments distributed to third party training contractors.

The payments were made at arms-length on normal commercial terms.

**15 Control of the charitable company**

The charitable company is under the control of the board of trustees and no individual is a person of significant control.

**RACE COUNCIL CYMRU**

England & Wales - Charity number 1148598

---

# Accounts

---

**Company Number: 07863274**  
**Charity Number: 1148598**

**Race Council Cymru**

*A Company Limited by Guarantee*

**Trustees' report and financial statements**

**For the year ended 31 March 2021**

**Trustees' report and financial statements**

<i>Contents</i>	<i>Page</i>
<b>Reports</b>	
Report of the trustees	2
Independent examiner's report	8
<b>Financial statements</b>	
Statement of financial activities	9
Statement of financial position	10
Statement of cashflows	11
Notes to the financial statements	12

**Race Council Cymru**  
**Year ended 31 March 2021**

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Charity name:** Race Council Cymru  
**Charity registration number:** 1148598  
**Company registration number:** 07863274  
**Registered office:** 5 Lamb Lane, Killay, Swansea, SA2 7ES

***Our advisers***

**Independent examiner** Ian Bowen LLB FCA, I D Bowen & Co., Chartered Accountants, 19 Alexandra Road, Gorseinon, Swansea, SA4 4NW

**Bankers** Lloyds Bank PLC., 7 Carter St, Uttoxeter, Staffs., ST14, 8HD  
The Co-Operative Bank Plc., P O Box 250, Skelmersdale, WN8, 6WT

**Directors and trustees**

**Elected trustees**

Judge Ray Singh CBE	Chair
Professor Emmanuel Ogbonna	Vice chair
Mrs Samsunear Ali	Treasurer
Mr Isaac Blake	(Resigned 25 November 2020)
Professor Meena Upadhyaya OBE	
Dr Grace Kerry	
Dr Haz Shah BEM	
Menai Peris Owen-Jones	
Rebecca Catherine Woolley	(Appointed 26 August 2020)
Kathryn Louise Robson	(Appointed 26 May 2021)

**Company secretary**

Uzoamaka Linda Iwobi

**Executive team**

Kay Denyer - Director

## **REPORT OF THE TRUSTEES**

The trustees, who are also the directors of the charitable company for the purposes of the Companies Act 2006, present their annual report together with the audited financial statements of the charitable company the year ended 31 March 2021 which are also prepared to meet the requirement for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Memorandum and Articles of Association, applicable Accounting Standards in the United Kingdom, the Statement of Recommended Practice (SORP) 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), the Charities Act 2011 and the Companies Act 2006.

## **OBJECTIVES AND AIMS**

Race Council Cymru is committed to breaking down barriers, promoting participation and community cohesion and integration as well as facilitating a better understanding of diverse ethnic communities in Wales. It is involved in the promotion of equality and diversity for the public benefit by for example: the elimination of discrimination on the grounds of race, culture, ethnicity, nationality and language; advancing education and raising awareness in equality and diversity; promoting activities to foster understanding between people from diverse ethnic backgrounds; conducting or commissioning research on equality and diversity issues and publishing the results to the public; cultivating a sentiment in favour of racial equality and diversity.

### **Public benefit**

When reviewing its objectives and aims, reference is made to the guidance contained in the Charity Commission's general guidance on public benefit. The board of management considers in detail how planned activities contribute to the aims and objectives set out in the organisation's constitution.

## **SIGNIFICANT ACTIVITIES**

### **Multicultural HUBs**

RCC have created 5 Multicultural HUBs across Wales: GRAND Multicultural HUB (Swansea), Newport Multicultural HUB, North Wales Multicultural HUB, West Wales Multicultural HUB and Cardiff & Vale Multicultural HUB.

RCC have successfully accessed Capital and Revenue funding for the GRAND Multicultural HUB (Swansea), which has been invested into the Arts Wing, Swansea Grand Theatre. The venue now supports the Swansea Multicultural HUB partners to deliver their activities/ meetings, services onsite and RCC is now working towards the development of a diverse Artistic programme.

The remainder 4 HUBs are progressing well and increasing in partners; we are negotiating a new venue to support HUB partners in both Newport and North Wales. We aim to support all HUB partners with better access to resources, partnership working and venue space in their area with the provision of a central Multicultural home.

### **Windrush Cymru: Our Voices, Our Stories, Our History**

Funded by National Lottery Heritage Fund, this project will capture recorded histories of the Windrush generation and provide an everlasting accurate social history of their voices, images and lived experience to be archived by National Museum Wales/ Peoples Collection Wales. The project was paused throughout the pandemic and restarted on the lifting of lockdown. The Stories will also be showcased in a National Windrush Exhibition, that will tour Wales in 2021 & 2022 plus feature in a digital exhibition hosted on the RCC website along with the provision of educational resources.

### **Windrush Cymru Elders (WCE) | Windrush Day 2020**

RCC continued to support the WCE throughout the pandemic, knowing that many elders were greatly affected by illness, loss and isolation. Weekly meetings and refreshments previously provided by RCC and RWCMD up to March 2020, were halted during lockdown and digital sessions were organised for events instead, with food delivery across Wales (in partnership with many of our HUB partners) for special events such as Windrush Day 2020.

### **Zero Tolerance Policy for Racism in Wales | ZERORACISMWALES**

This RCC programme was launched in 2020 and calls on all organisations and individuals committed to promoting racial harmony and equity to sign up to our zero-tolerance policy to racism in Wales and implement the commitments outlined by the policy within the workplace and their day to day lives. Stage one of the programme, is to encourage organisations and individuals to pledge and agree to take a stand against racism and promote a more inclusive and equal workplace and society that gives every individual in Wales the right to feel safe, valued and included.

Stage Two is in development and will produce a workable Race Charter Mark, to make change by educating and progressing organisations best practice and creating an Anti-Racist Wales.

## **Race Council Cymru Year ended 31 March 2021**

### **Black History Wales 2020-21**

Delivery of the Black History Wales programme this year was for a full 12 months; from 1 October 2020 to 30 September 2021, achieving the long-term aim of progressing from one token Black History Month to full engagement with Black History throughout each and every year. Projects and activities were delivered mostly online because of Covid 19 restrictions and in contact but under Covid 19 safety guidelines where possible. There were a number of digital events and online programmes delivered, as well as the Memorial Service for Ethnic Minority and Commonwealth Servicemen and Women which was held an outdoor contact event under Covid19 safety restrictions. This year's BHW programme was dedicated Patti Flynn who was a BHW Patron and passed away in September 2020.

### **Comic Relief Global Majority Fund (GMF)**

RCC was awarded funding to act as intermediary partner to Comic Relief and associates: National Emergency Fund, The Clothworkers Foundation and Esmée Fairbairn Foundation (between 2 February 2021 to completion date of 31 January 2023) to distribute rapid funding to a diverse range of locally-led 'communities experiencing racial inequality' and focussed organisations across the UK. The fund seeks to address inequalities resulting from persistent racial inequality in education, health, the workplace, the criminal justice system and more, which have been exacerbated during the Covid-19 pandemic. RCC is delivering this fund in partnership with BAWSO and Welsh Refugee Council and directing funding to communities and organisations based in Wales.

### **Citizens Advice Cymru | Cardiff & Vale**

RCC was awarded funding to provide an engagement service in partnership with Citizens Advice Cymru in relation to Advicelink Cymru, between October 2020 to March 2021. The aim of the partnership was to build a stronger service offer for culturally diverse communities, through effective signposting and referrals for income maximisation advice to individuals or families living in Cardiff or Vale of Glamorgan.

### **Arts Council Wales | Arts Organisations Recovery Funding (Capital & Revenue)**

In October 2020, RCC was awarded two Arts Council Wales grants for COVID19 Support for Arts; one for capital costs and one for revenue costs. Both funding amounts were awarded to support the development of the GRAND Multicultural HUB in the Arts Wing of the Swansea Grand Theatre.

The Capital recovery funding provided essential Covid19 equipment to be purchased and the removal of old worn carpets and the installation of new commercial vinyl flooring to allow for sanitising during Covid19. The Revenue recovery funding supported RCC with core costs and was key to the reopening of the venue by financing costs of training, risk assessment method statements and staff costs.

### **The Grand Hub Memory: Past, Present and Future**

National Lottery Heritage Fund awarded funding to RCC in October 2020 to create a project to engage wider local communities in the heritage of the Swansea Grand Theatre, by capturing their past memories and present connections to the iconic building within an exhibition. The project was delivered throughout the pandemic and therefore was redirected to a digital exhibition instead of a contact exhibition, but we were able still to capture the social history and heritage of the building from people living in the surrounding area, who shared their memories in audio-visual recollections. The aim was to support community cohesion, create a better cultural understanding and awareness to all visitors and to showcase the venue as a community building and future Multicultural HUB, which shares memories old and new, interpreting and encompassing the cultural diversity of the City.

### **Black Lives Matter Wales**

RCC support the regional Black Lives Matter Wales leaders by connecting them together and with key organisational and government agencies to share and progress the BLMW Manifesto. RCC was successful in accessing funding to provide each BLMW regional leader with digital equipment and to fund a paid BLMW Campaign Manager role for 12 months. This funding ends in June 2021

### **Black, Asian and Minority Ethnic Youth Forum**

Members of the National Youth Forum have continued to deliver key engagement throughout 2020-21 in all areas of youth equalities; they took a key role in informing the WG Race Equality Action Plan as well responding to key issues on health, mental health and education. They met Julie Morgan Minister with oversight of Children's Rights Work, as well as the Deputy Minister and Chief Whip Jane Hutt who led on equalities. They supported our Welsh Youth Parliamentarian throughout her appointment and now have started the process of appointing a new parliamentarian.

### **Crossing Borders | South Wales Police (SWP) Youth Fund**

RCC have continued to support the Crossing Borders youth group with dance sessions and engagement opportunities in Swansea, despite the end of initial project funding. In addition, the youth group have attended training and support sessions, they have taken part in the Race Equality Action Plan consultation process and had their voices heard on subjects including race, employment, education, gender equality, mental health and wellbeing. The young people who took part in the Police Youth

**Race Council Cymru**  
**Year ended 31 March 2021**

Volunteer scheme to learn about Police protocol and life skills were awarded at the presentation ceremony at programme end.

**Welsh Government (WG), Hate Crime Minority Communities Grant| Welsh Local Government Association (WLGA) Hate Crime in Schools**

The 18 months WG Hate Crime Minorities scheme was completed in March 2020, delivered by one RCC Hate Crime Community Engagement Officer in North Wales and one in South Wales. Online training and support sessions were delivered throughout the pandemic and focussed on establishing a Community Champions scheme to educate and support community members to support their community groups and grassroots organisations in all areas of Hate Crime reporting.

The WLGA Hate Crime in Schools Programme has been halted during the pandemic and will restart post lockdown with the lifting of restrictions, in the school summer and autumn terms of 2021.

**RWCMD International Chair of Diversity**

Uzo Iwobi OBE was elected to this post in 2018 and is delivering a three-year development programme on diversity and equality. Year 3 was launched in September 2020 and delivered online with key support to progress the RWCMD Equality Action Plan and our Antiracism Action Plan. A series of training and development sessions have been organised including Unconscious Bias Training and Antiracism Training programmes. We continue collaborating and building links with the college.

**Wales Council for Voluntary Action (WCVA) | Third Sector Partnership Council (TSPC)**

RCC have continued in its role (in partnership with EYST) to represent the interest of Minority Ethnic communities on WCVA's TSPC, which is a key mechanism for the third sector to talk to, and hear from, Welsh Government. It is made up of representatives from third sector networks, working across 25 areas of third sector activity along with three representatives from WCVA. RCC ensure effective communication with our networks and third sector bodies we represent across Wales.

**Equalities & Diversity Training / Consultancy**

RCC continue to deliver training in all areas of Equalities across Wales including: Anti-Racism, Unconscious Bias, Multicultural Awareness training. Delivery throughout 2020-21 was mostly online.

**Covid19 Project Funding**

RCC was awarded a series of Covid19 related funding and was able to deliver a series of services from culturally specific food delivery in West Wales to disadvantaged Polish Community members to provision of IT to young people who did not have access to digital equipment or wifi/data in order to access educational programmes from home.

**Wales Race Forum | Cross Party Group on Race Equality**

RCC sits on the Wales Race Forum (WRF) and the Cross Party Group on Race Equality (CPG), to provide advice on issues that affect the Black, Asian and Minority Ethnic communities. The WRF group is facilitated by Welsh Government within quarterly meetings.

The aim of the CPG is to address the disparity relating to representation of diverse communities, to tackle racial inclusion and diversity across all political parties and to afford an active forum for representatives from relevant organisations to meet with AMs to discuss areas of concern.

**FINANCIAL REVIEW**

The charity ended 2020-21 with a year end surplus of £397,090.

This surplus has been added to the total funds carried forward to 2021-22, making a total reserve fund of £611,104, of which £553,249 is restricted. The unrestricted funds amounted to £57,855 at the year end and the Trustees have not designated any of the funds for specific purposes. Please see below for Reserves Policy.

**Investment policy**

Under the memorandum and articles of association, the charity has the power to make any investment which the trustees see fit.

The charity has a policy of keeping surplus liquid funds in short-term deposits which can be accessed readily.

## **Reserves Policy**

The trustees aim to maintain free reserves in unrestricted funds at a level between three and six months of unrestricted charitable expenditure. They consider that this level will ensure that there are sufficient funds available to cover support and governance costs in the event that the Company needed to be wound up. The trustees therefore consider that the ideal level of operational free reserves at 31 March 2021 would therefore be £25,000 to £50,000.

Of the total reserves of £611,104 (2020 - £214,014), £553,249 (2020 - £192,981) was restricted. The significant increase in restricted reserves relates to the recognition of various grants from, among others, the Comic Relief Global Majority Fund, Arts Council Wales, Covid 19 Project Funding and funding for Black History Wales; the work on these projects will take place during 2021-22.

Unrestricted general funds amounted to £57,855 (2020 - £21,033) all of which represent free reserves and which is above the target level for such reserves mentioned above.

## **FUTURE PLANS**

### **Multicultural HUBs**

Having successfully completed the redesign of the main areas of the Arts Wing, Swansea Grand Theatre, the work continues to work alongside partners to develop the Multicultural HUB with a diverse programme of activity.

### **Windrush Cymru: Our Voices, Our Stories, Our History**

On completion of the Windrush Cymru Project, all stories will be archived with National Museum Wales and the People's Collection; the Exhibition will tour Wales throughout 2021-2022 and the digital exhibition will be hosted on the RCC website. Work to deliver Windrush presentations to schools and create key educational resources continues.

### **Zero Tolerance Policy for Racism in Wales | ZERORACISMWALES**

ZERO pledges continue whilst Stage Two of this RCC programme is in development to produce a workable Race Charter Mark, to make change by educating and progressing organisations best practice and creating an Anti-Racist Wales.

### **Black History Wales 2020-21**

Delivery of the Black History Wales programme progresses with a full year of activities deliverable within Covid19 restrictions continue to 30 September 2021.

### **Comic Relief Global Majority Fund (GMF)**

Funding will be awarded to a diverse range of successful applicants to deliver essential projects for diverse communities across Wales.

### **The Grand Hub Memory: Past, Present and Future**

The RCC project will be completed and showcased within a digital exhibition to showcase the heritage of the Swansea Grand Theatre as a community building and Multicultural HUB.

### **Black Lives Matter Wales**

RCC continue to work to support the regional Black Lives Matter Wales leaders progress their work.

### **Crossing Borders**

Crossing Borders youth group continues to be supported with dance sessions and engagement opportunities in during 2021-22.

### **Welsh Local Government Association (WLGA) Hate Crime in Schools**

The WLGA Hate Crime in Schools Programme was halted during the pandemic and will in the school summer and autumn terms of 2021.

### **Equalities & Diversity Training / Consultancy**

RCC continue to deliver training in all areas of Equalities across Wales including: Anti-Racism, Unconscious Bias, Multicultural Awareness training.

### **Covid19 Project Funding**

RCC will continue to deliver services and distribute essential items and support where needed to communities in recovery from the pandemic.

**Wales Race Forum | Cross Party Group on Race Equality | WCVA TSPC**

RCC continue to attend and contribute to all groups and meetings to have the voices of our diverse communities heard at government level and to address the disparity relating to representation of diverse communities.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

Race Council Cymru is a charitable company limited by guarantee, incorporated on 28 November 2011 and registered as a charity on 16 August 2012. The charity was established under a Memorandum and Articles of Association which established the objectives and powers of the company. In the event of the company being wound up the members are required to contribute an amount not exceeding £10.

**Recruitment and appointment of new trustees**

The directors of the company are also charity trustees as defined charity law. Under the requirements of the Memorandum and Articles of Association at each annual general meeting one-third of the directors or, if their number is not three or a multiple of three, the number nearest to one-third, must retire from office. If there is only one director, he or she must retire. Directors are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting. The appointment of a director, whether by the charity in general meeting or by the other directors, must not cause the number of directors to exceed any number fixed as the maximum number of directors. All board members give their time voluntarily and receive no benefits from the charity.

Race Council Cymru is the overarching umbrella body established in Wales to bring together key organisations which work to combat prejudice, race discrimination, harassment, abuse and violence. It works towards the elimination of racial discrimination and the promotion of equality of opportunity and improving race relations between people from different racial backgrounds.

The board members therefore seek to ensure that the needs of people from the different racial backgrounds are appropriately reflected through the diversity of the board members. To enhance the potential pool of board members the charity has through a scrupulous process recruited board members from varied backgrounds. Equally important is the broad skill mix of the board members which is taken into consideration during the recruitment process. In the event of any skills lost due to board members leaving or through retirement, individuals with similar skills are approached with a request for them to join the Board.

**Induction and training of new trustees**

Many of the board members at the initial stage of joining the board are already familiar with the practical work of the charity. However, all board members are encouraged to undertake a series of training courses to equip them with the necessary knowledge, skills and awareness of their roles and responsibilities as well as objects of the organisation. A trustee starter pack is given out as a handout to each board member including a copy of the Memorandum and Articles of Association.

**Organisational structure**

Race Council Cymru has a minimum of four board members and no maximum number. The board meets quarterly and is responsible for the strategic direction and policy of the charity. The board members are from different professional backgrounds relevant to the work of the charity and they all have voting rights.

**Related parties and co-operation with other organisations**

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity with another company or contractor must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. Details of related party transactions in the current year are set out in the notes to the accounts.

**Pay policy for senior staff**

The board of trustees, who are the company directors, and the senior management team comprise the key management personnel of the company in charge of directing and controlling, running and operating the company on a day-to-day basis. All trustees give of their time freely, and no trustee received remuneration in the year. The pay of the senior staff who are not trustees is set at the point of recruitment with reference to the market rate within the charity sector taking into account the funding constraints the charity faces. In view of the nature of the company, the trustees benchmark against pay levels in other comparable charitable organisations run on a voluntary basis. The remuneration benchmark is generally by reference to the range paid for equivalent roles in similar organisations. It is reviewed annually and normally increased in line with pay increases for the rest of the organisation.

**Risk management**

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The trustees have the responsibility to manage risk to sustain the organisation and ensure that all its activities are risk assessed before they are carried out. Systems and procedures have been established to mitigate the risks the charity faces. Most significant is the external risk to funding which has led to the development of a strategic plan which will allow diversification of funding and activities. Internal control of risk is minimised by the implementation of procedures for authorisation of all transactions and projects. All relevant policies are regularly reviewed periodically to ensure that they meet the needs of the charity.

**Approach to fundraising**

The charity undertakes fundraising to help support its core activities and work.

The main funding source for the charity is grant and other voluntary income. The income from grants and other voluntary income during the year accounted for 97% of all income. The principal funding sources are set out in the notes to the accounts.

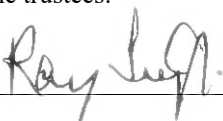
All of our fundraising is undertaken by staff within the organisation; we do not use commercial participators or professional fundraisers.

As part of our commitment to good practice, we ensure that our fundraising activity is subject to statutory regulations and GDPR.

We did not receive any complaints during the year in relation to our fundraising activity.

This report has been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

Signed on behalf of the trustees:

  
\_\_\_\_\_

Name: Judge Ray Singh CBE, Chair of trustees

Approved on: 13 December 2021

**Independent examiner's report to the trustees of the Race Council Cymru**

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2021.

**Responsibilities and basis of report**

As the charity's trustees of the company (who are also its directors for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

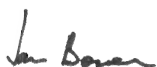
Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Ian Bowen LLB ACA  
Independent examiner

14 December 2021

I D Bowen & Co  
Chartered Accountants  
19 Alexandra Road  
Gorseinon  
Swansea  
SA4 4NW

**Race Council Cymru**  
**Year ended 31 March 2021**

**Statement of financial activities (including an income and expenditure account)**

		<i>2021</i>			<i>2020</i>		
	<i>Notes</i>	<i>Unrestricted Funds</i>	<i>Restricted Funds</i>	<i>Total Funds</i>	<i>Restated Unrestricted Funds</i>	<i>Restated Restricted Funds</i>	<i>Restated Total Funds</i>
		£	£	£	£	£	£
<b>Income from</b>							
Donations and legacies	3	34,993	794,597	829,590	300	479,116	479,416
Activities for generating funds	4	28,388	-	28,388	12,204	3,543	15,747
Interest receivable		1	1	2	-	-	-
Other sources	5	230	-	230	587	-	587
<b>Total income</b>		<b>63,612</b>	<b>794,598</b>	<b>858,210</b>	<b>13,091</b>	<b>482,659</b>	<b>495,750</b>
<b>Expenditure on</b>							
Charitable activities	6	65,401	395,719	461,120	563	341,601	342,164
<b>Total expenditure</b>		<b>65,401</b>	<b>395,719</b>	<b>461,120</b>	<b>563</b>	<b>341,601</b>	<b>342,164</b>
<b>Net (expenditure)/income</b>		<b>(1,789)</b>	<b>398,879</b>	<b>397,090</b>	<b>12,528</b>	<b>141,058</b>	<b>153,586</b>
<b>Reconciliation of funds</b>							
Transfers between funds		38,611	(38,611)	-	(497)	497	-
<b>Net movement in funds</b>		<b>36,822</b>	<b>360,268</b>	<b>397,090</b>	<b>12,031</b>	<b>141,555</b>	<b>153,586</b>
<b>Reconciliation of funds</b>							
Total funds brought forward at 1 April 2020		21,033	192,981	214,014	9,002	51,426	60,428
Total funds carried forward at 31 March 2021		57,855	553,249	611,104	21,033	192,981	214,014

There were no recognised gains and losses other than those set out in the statement of financial activities above.

All of the charity's income and expenditure derived from continuing activities during the above financial periods.

**Race Council Cymru**  
**Year ended 31 March 2021**

**Balance sheet**

**Company Number : 07863274**

	<i>Notes</i>	<i>2021</i> £	<i>2020</i> £
<b>Current assets</b>			
Debtors	10	6,700	-
Cash at bank and in hand		647,476	214,014
		<u>654,176</u>	<u>214,014</u>
<b>Liabilities</b>			
Creditors: amounts falling due within one year	11	(43,072)	-
<b>Net current assets</b>		<u>611,104</u>	<u>214,014</u>
<b>Total net assets</b>		<u>611,104</u>	<u>214,014</u>
<b>Charity funds</b>			
Unrestricted income funds	14	57,855	21,033
Restricted income funds		553,249	192,981
<b>Total funds</b>		<u>611,104</u>	<u>214,014</u>

For the year ending 31 March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

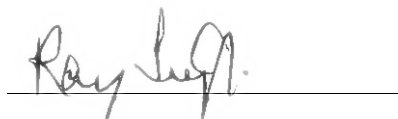
The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

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

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the trustees and signed on their behalf by:

Signed



Name: Judge Ray Singh CBE, Chair of trustees

Approved on : 13 December 2021

**Race Council Cymru**  
**Year ended 31 March 2021**

**Statement of cashflows**

	<i>Notes</i>	<i>2021</i> £	<i>2020</i> £
<b>Cash flows from operating activities:</b>			
Net cash provided by (used in) operating activities	(i)	433,460	153,586
<b>Cash flows from investing activities:</b>			
Interest received		2	-
<b>Net cash provided by investing activities</b>		<b>2</b>	<b>-</b>
<b>Change in cash equivalents in year</b>		<b>433,462</b>	<b>153,586</b>
<b>Reconciliation of funds</b>			
Cash and cash equivalents at 1 April 2020	(ii)	214,014	60,428
Cash and cash equivalents at 31 March 2021	(ii)	647,476	214,014

**Notes to the statement of cashflows for the year ended 31 March 2021**

**(i) Reconciliation of net movement in funds to net cash used in operating activities**

	<i>2021</i> £	<i>2020</i> £
<b>Net movement in funds (as per the statement of financial activities)</b>	397,090	153,586
<b>Adjustments for:</b>		
Interest receivable	(2)	-
(Increase) in debtors	(6,700)	-
Increase in creditors	43,072	-
<b>Net cash provided by (used in) operating activities</b>	<b>433,460</b>	<b>153,586</b>

**(ii) Analysis of changes in net debt**

	<i>2021</i> £	<i>2020</i> £
Cash at bank and in hand at 1 April	214,014	60,428
Cash flows	433,462	153,586
Cash at bank and in hand at 31 March	647,476	214,014

**Race Council Cymru**  
**Year ended 31 March 2021**

**Notes to the financial statements**

**1 Accounting policies**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are laid out below.

***Basis of preparation***

These financial statements have been prepared for the year to 31 March 2021 with comparative information given in respect to the year ended 31 March 2020.

The financial statements have been prepared under the historical cost convention with items initially recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these financial statements.

The financial statements have been prepared in accordance with the Charities SORP (FRS102) - 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Charity constitutes a public benefit entity as defined by FRS 102.

***Critical accounting estimates and areas of judgement***

The most significant areas of adjustment and key assumptions that affect items in the financial statements are in respect to:

- Assessing the useful economic lives of tangible fixed assets for the purpose of determining the annual depreciation charge;
- Determining the degree to which provisions are required in respect of bad and doubtful debts; and
- Estimating future income and expenditure flows for the purpose of assessing going concern.

With respect to the next reporting period, the future impact of the ongoing Coronavirus pandemic remains the most significant area of uncertainty that may affect the carrying estimation of the Charity's future income (and expenditure) flows.

***Going concern***

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of at least one year from the date of approval of these financial statements.

The Trustees and Executive have prepared forecasts and budgets that support the going concern basis of these financial statements.

The charity has adequate cash reserves which are being actively monitored and managed and the trustees believe that these actions have secured the immediate future of the charitable company for 12 to 18 months from the balance sheet date and that on this basis the charity is a going concern.

Therefore, the trustees are of the opinion that the Charity has planned carefully in order to meet its liabilities as they fall due and, whilst they acknowledge that there will be challenges ahead, they are of the opinion that the use of the going concern assumption in the preparation of these financial statements is appropriate.

***Income recognition***

Income is recognised in the period in which the Charity is entitled to receipt, the amount can be measured reliably and it is probable that the income will be received. Income is deferred only when the Charity has to fulfil conditions before becoming entitled to it or where the donor or funder has specified that the income is to be expended in a future accounting period.

***Income recognition (continued)***

Income comprises donations and grants, income from charitable activities, interest receivable and income from the Government's Coronavirus Job Retention scheme.

Donations are recognised when the Charity has confirmation of both the amount and settlement date.

In accordance with the Charities SORP, the value of services provided by volunteers has not been included.

Grants, are recognised in full in the Statement of Financial Activities in the year in which they are receivable.

Grants from government, other agencies and voluntary bodies have been included as income from charitable activities where these amount to a contract for services, but as donations where the money is given in response to an appeal or with greater freedom of use, for example monies for core funding.

**Race Council Cymru**  
**Year ended 31 March 2021**

Interest in funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Income from the Coronavirus Job Retention Scheme is credited to the statement of financial activities when the Charity is entitled to receive the funds and when the amount receivable can be quantified.

***Expenditure recognition***

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. Expenditure comprises direct costs and support costs. All expenses, including support costs, are allocated or apportioned to the expenditure on charitable activities.

- Expenditure on charitable activities includes all costs associated with furthering the charitable purposes of the Charity through the provision of its charitable activities. Such costs include staff costs, direct and support costs including governance costs.

***Allocation of support and governance costs***

Support costs represent indirect charitable expenditure. In order to carry out the primary purposes of the Charity it is necessary to provide support in the form of personnel development, financial procedures, provision of office services and equipment and a suitable working environment.

Governance costs comprise the costs involving the public accountability of the Charity (including audit costs) and costs in respect to its compliance with regulation and good practice.

Support and governance costs are allocated directly to expenditure on charitable activities as it is considered that any apportionment to represent expenditure on raising funds would be immaterial.

***Debtors***

Debtors are recognised at the settlement amount due less any provision for non-recoverability. Prepayments are valued at the amount prepaid.

***Cash at bank and in hand***

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as short term deposits. Cash placed on deposit for more than one year is disclosed as a fixed asset investment.

***Creditors and provisions***

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the Charity anticipates it will pay to settle the debt. They have been discounted to the present value of the future cash payment where such discounting is material.

***Fund structure***

The unrestricted general funds comprise those monies which may be used towards meeting the charitable objectives of the Charity and may be applied at the discretion of the trustees.

The designated funds are monies set aside out of general funds for specific purposes by, and at the discretion of, the trustees.

Restricted funds comprise monies raised for, or their use restricted to, a specific purpose, or contributions subject to donor imposed conditions.

***Leased assets***

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities on a straight-line basis over the lease term.

***Pension costs***

Contributions to defined contribution pension schemes and to employees' personal pension plans are charged to the statement of financial activities in the year in which they are payable.

***Taxation***

Race Council Cymru is a charity and, therefore, is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

**Race Council Cymru**  
**Year ended 31 March 2021**

**2 Legal status of the charity**

The charity is a company limited by guarantee and has no share capital. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

**3 Income from donations and legacies**

	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>2021 Total funds</i> £	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>2020 Total funds</i> £
Grants and donations	34,993	794,597	829,590	300	479,116	479,416
	34,993	794,597	829,590	300	479,116	479,416

**4 Income from activities for generating funds**

	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>2021 Total funds</i> £	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>2020 Total funds</i> £
Fund raising events	28,388	-	28,388	12,204	3,543	15,747
	28,388	-	28,388	12,204	3,543	15,747

**5 Other sources**

	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>2021 Total funds</i> £	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>2020 Total funds</i> £
Refunds/reimbursements	230	-	230	587	-	587
	230	-	230	587	-	587

**6 Expenditure on charitable activities**

	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>2021 Total funds</i> £	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>2020 Total funds</i> £
Wages	22,815	22,439	45,254	-	23,597	23,597
Consultancy and project fees	31,315	191,555	222,870	-	156,450	156,450
Hub installation, materials & equipment	-	116,451	116,451	-	99,944	99,944
Administration & Stationery	314	302	616	51	1,395	1,446
IT/Telephone/Broadband	4,627	28,292	32,919	-	33,291	33,291
Equipment	171	783	954	-	2,759	2,759
Membership	827	210	1,037	-	710	710
Travel, subsistence & other expenses	386	4,859	5,245	-	20,477	20,477
Insurance	526	-	526	-	1,172	1,172
Venue Hire	-	-	-	-	90	90
Marketing/Printing	-	15,595	15,595	-	1,301	1,301
Bank Charges	79	20	99	-	90	90
Donations	1,170	3,628	4,798	-	-	-
Food deliveries	-	10,429	10,429	-	325	325
Sundry	171	-	171	147	-	147
Governance costs (See below)	3,000	1,156	4,156	365	-	365
<b>Total costs</b>	<b>65,401</b>	<b>395,719</b>	<b>461,120</b>	<b>563</b>	<b>341,601</b>	<b>342,164</b>

**Race Council Cymru**  
**Year ended 31 March 2021**

**7 Governance costs**

	<i>Unrestricted funds</i>	<i>Restricted funds</i>	<i>2021 Total funds</i>	<i>Unrestricted funds</i>	<i>Restricted funds</i>	<i>2020 Total funds</i>
	£	£	£	£	£	£
Professional fees	-	1,156	1,156	365	-	365
Independent examiner's fees:						
Independent examination	2,100	-	2,100	-	-	-
Accountancy services	900	-	900	-	-	-
	<u>3,000</u>	<u>1,156</u>	<u>4,156</u>	<u>365</u>	<u>-</u>	<u>365</u>

**8 Taxation**

The charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Part 11 Chapter 3 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.

**9 Analysis of staff costs and trustee remuneration and expenses**

	<i>2021</i>	<i>2020</i>
	£	£
Wages and salaries	44,062	23,285
Social security costs	-	-
Pension	1,192	312
	<u>45,254</u>	<u>23,597</u>

No employees had emoluments in excess of £60,000 (2020 - £ Nil). Pension costs are allocated to activities in proportion to the related staffing costs incurred and are wholly charged to unrestricted funds.

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2020 - £Nil) neither were they reimbursed expenses during the year (2020 - £Nil). No trustee received payment for professional or other services supplied to the charity.

The key management personnel of the charity comprise the trustees and the charity's director. The total employee benefits of the key management personnel of the charity were £11,620 (2020 - £Nil).

**Staff numbers**

**The average number of employees (including casual and part time staff) during the year was:-**

	<i>2021</i>	<i>2020</i>
Administration staff	1	1
Charitable activities	1	1
	<u>2</u>	<u>2</u>

**10 Debtors**

	<i>2021</i>	<i>2020</i>
	£	£
Other debtors	6,700	-
	<u>6,700</u>	<u>-</u>

**11 Creditors: amounts falling due within one year**

	<i>2021</i>	<i>2020</i>
	£	£
Other creditors and accruals	42,401	-
Social security and other taxes	671	-
	<u>43,072</u>	<u>-</u>

**Race Council Cymru**  
**Year ended 31 March 2021**

**12 Analysis of charitable funds**

**Analysis of movement in unrestricted funds**

**Year ended 31 March 2021**

	<i>Restated Balance 1 April 2020 £</i>	<i>Incoming funds £</i>	<i>Funds used £</i>	<i>Transfers £</i>	<i>Balance 31 March 2021 £</i>
General fund	21,033	63,612	(65,401)	38,611	57,855
Total	21,033	63,612	(65,401)	38,611	57,855

**Year ended 31 March 2020**

	<i>Restated Balance 1 April 2019 £</i>	<i>Incoming funds £</i>	<i>Funds used £</i>	<i>Restated Transfers £</i>	<i>Restated Balance 31 March 2020 £</i>
General fund	9,002	13,091	(563)	(497)	21,033
Total	9,002	13,091	(563)	(497)	21,033

**Name of unrestricted fund Description, nature and purposes of the fund**

*General fund* The 'free reserves' after allowing for all designated funds.

**Race Council Cymru**  
**Year ended 31 March 2021**

**12 Analysis of charitable funds (Continued)**

**Analysis of movement in restricted funds**

Year ended 31 March 2021	<i>Balance 1 April 2020</i> £	<i>Incoming funds</i> £	<i>Funds used</i> £	<i>Transfers</i> £	<i>Balance 31 March 2021</i> £
Heritage Lottery Fund Windrush 2019	1,768	33,502	(21,679)	-	13,591
Royal Welsh College of Music & Drama	(2,117)	5,000	(2,500)	(383)	-
Windrush Cymru Elders	273	625	-	-	898
Welsh Government: Black History Month 2019	69,313	13,980	(59,680)	(23,613)	-
Welsh Government: Windrush	2,277	9,580	(8,955)	(2,902)	-
Multicultural HUBs	110,093	17,387	(101,661)	-	25,819
Equalities & Diversity & Training	(2,307)	30,288	(30,383)	2,550	148
Wales Council for Voluntary Action Third Sector Partnership Council	6,927	3,501	(6,940)	(3,488)	-
Heritage Lottery Fund Crossing Borders	-	10,000	(375)	-	9,625
Welsh Government – Race Hate Project	7,441	29,877	(28,318)	-	9,000
Black, Asian and Minority Ethnic Youth Forum	(1,822)	2,506	(200)	-	484
South Wales Police Youth Fund	1,135	-	(360)	(775)	-
Comic Relief Global Majority Fund	-	280,001	(8,534)	-	271,467
Citizens Advice Cymru	-	10,009	(8,601)	-	1,408
Arts Council Wales - Arts Organisations Recovery Funding - Revenue	-	67,815	(15,950)	-	51,865
Arts Council Wales - Arts Organisations Recovery Funding - Capital	-	49,229	(18,351)	-	30,878
The Grand Hub Memory: Past, Present and Future	-	10,000	(3,880)	-	6,120
Zero Tolerance Policy for Racism in Wales	-	15,000	(12,615)	-	2,385
Race Equality Action Plan (REAP)	-	35,000	(16,104)	(10,000)	8,896
Black Lives Matter Wales	-	18,600	(16,205)	-	2,395
Welsh Local Government Association Hate Crime in Schools	-	6,444	-	-	6,444
Black History Wales 2020-21	-	88,524	(11,178)	-	77,346
Covid19 Project Funding	-	57,730	(23,250)	-	34,480
	192,981	794,598	(395,719)	(38,611)	553,249

12 Analysis of charitable funds (continued)

Year ended 31 March 2020	<i>Restated Balance 1 April 2019</i>	<i>Incoming funds</i>	<i>Funds used</i>	<i>Restated Transfers</i>	<i>Restated Balance 31 March 2020</i>
	£	£	£	£	£
Heritage Lottery Fund Windrush 2019	36,096	12	(34,596)	256	1,768
Royal Welsh College of Music & Drama	15	2,400	(4,532)	-	(2,117)
Windrush Cymru Elders	280	350	(357)	-	273
Ffilm Cymru	(626)	625	-	1	-
Black History Month 2018	5,744	5,000	(10,744)	-	-
Welsh Government: Black History Month 2019	-	142,110	(72,797)	-	69,313
Welsh Government: Windrush	897	25,150	(23,770)	-	2,277
First Wave	-	250	-	(250)	-
Multicultural HUBs	(331)	252,480	(142,056)	-	110,093
Equality Diversity & Training	(2,723)	10,100	(9,685)	1	(2,307)
Wales Council for Voluntary Action Third Sector Partnership Council	6,427	3,501	(3,001)	-	6,927
Heritage Lottery Fund/Crossing Borders	5,225	5,110	(9,582)	(753)	-
Ffestiniog Railway	422	1,253	(1,675)	-	-
Welsh Government – Race Hate Project	-	29,106	(22,907)	1,242	7,441
Black, Asian and Minority Ethnic Youth Forum	-	-	(1,822)	-	(1,822)
South Wales Police Youth Project	-	5,212	(4,077)	-	1,135
<b>Total</b>	<b>51,426</b>	<b>482,659</b>	<b>(341,601)</b>	<b>497</b>	<b>192,981</b>

**Description, nature and purposes of the fund**

**Multicultural HUBs**

RCC have created 5 Multicultural HUBs across Wales: GRAND Multicultural HUB (Swansea), Newport, North Wales, West Wales and Cardiff & Vale Multicultural HUBs

**Windrush Cymru: Our Voices, Our Stories, Our History**

A project to capture histories of the Windrush generation and to provide an everlasting accurate social history of their voices, images and lived experience.

**Windrush Cymru Elders (WCE) | Windrush Day 2020**

RCC continue to support the Windrush Cymru Elders with services, activities and special events such as Windrush Day 2020.

**Zero Tolerance Policy for Racism in Wales | ZERORACISMWALES**

ZERORACISMWALES calls on all organisations and individuals committed to promoting racial harmony and equity to sign up to our zero-tolerance policy to racism in Wales.

**Black History Wales 2020-21**

Delivery of the Black History Wales programme for a full 12 months; from 1 October 2020 to 30 September 2021, achieving the long-term aim of progressing from one token Black History Month to full engagement with Black History delivery throughout each and every year in Wales.

**Comic Relief Global Majority Fund (GMF)**

RCC was awarded funding to act as intermediary partner to Comic Relief and associates: National Emergency Fund, The Clothworkers Foundation and Esmée Fairbairn Foundation, to distribute rapid funding to a diverse range of locally-led communities experiencing racial inequality.

**Citizens Advice Cymru | Cardiff & Vale**

A RCC engagement service in partnership with Citizens Advice Cymru to build a stronger advice service for culturally diverse communities.

**Race Council Cymru**  
**Year ended 31 March 2021**

**Arts Council Wales | Arts Organisations Recovery Funding (Capital & Revenue)**

Covid19 recovery funding for both capital and revenue costs to support the reopening of the GRAND Multicultural HUB in the Arts Wing of the Swansea Grand Theatre.

**The Grand Hub Memory: Past, Present and Future**

A project created to engage wider local communities in the heritage of the Swansea Grand Theatre, by capturing their past memories and present connections to the iconic building within an exhibition.

**Black Lives Matter Wales**

RCC support for the Black Lives Matter ‘Regional’ leaders to work as a collective to progress the BLMW Manifesto and policy work.

**Black, Asian and Minority Ethnic Youth Forum**

Members of the National Youth Forum have delivered key engagement throughout 2020-21 in all areas of youth equalities and in addition supported a Welsh Youth Parliamentarian throughout their appointment to Welsh Government.

**Crossing Borders | South Wales Police (SWP) Youth Fund**

A youth group supported with dance and music sessions plus engagement with the Police Youth Volunteer scheme to learn about Police protocol and life skills.

**Welsh Government (WG), Hate Crime Minority Communities Grant | Welsh Local Government Association (WLGA) Hate Crime in Schools**

Delivery of the programme establishing a Hate Crime Community Champion’s scheme. (The WLGA Hate Crime in Schools Programme was temporarily halted during the pandemic).

**RWCMD International Chair of Diversity**

Delivery of a three-year development programme on diversity and equality with key support to progress the RWCMD Equality Action Plan and Antiracism Action Plan.

**Wales Council for Voluntary Action (WCVA) | Third Sector Partnership Council (TSPC)**

RCC represents the interest of Minority Ethnic communities on WCVA’s TSPC, which is a key mechanism for the third sector to share information to and from Welsh Government.

**Equalities & Diversity Training / Consultancy**

RCC continue to deliver training in all areas of Equalities across Wales including: Anti-Racism, Unconscious Bias, Multicultural Awareness training.

**Covid19 Project Funding**

RCC was awarded a series of Covid19 related funding to deliver essential support and services.

**Wales Race Forum | Cross Party Group on Race Equality**

RCC sits on the Wales Race Forum (WRF) and the Cross Party Group on Race Equality (CPG), to provide advice on issues that affect the Black, Asian and Minority Ethnic communities.

**13 Analysis of net assets between funds**

	<i>General fund</i>	<i>Restricted funds</i>	<i>2021 Total</i>	<i>Restated General fund</i>	<i>Restated Restricted funds</i>	<i>Restated 2020 Total</i>
	£	£	£	£	£	£
Cash at bank and in hand	61,696	585,780	647,476	21,033	192,981	214,014
Net current assets	(3,841)	(32,531)	(36,372)	-	-	-
	<b>57,855</b>	<b>553,249</b>	<b>611,104</b>	<b>21,033</b>	<b>192,984</b>	<b>214,014</b>

**14 Related party transactions**

During the year payments were made to RCC Director of £24,333 (2020 - £37,430) for organisational & project management and to RCC Company Secretary of £35,890 (2020 - £23,238) for Black History Wales project management and RCC training programme design, delivery and payments distributed to third party training contractors.

The payments were made at arms-length on normal commercial terms.

15 **Control of the charitable company**

The charitable company is under the control of the board of trustees and no individual is a person of significant control.