

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

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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.

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 Esme 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

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.

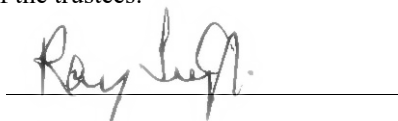
All of our fundraising is undertaken by staff within the organisation; we do not use commercial participators or professional fundraisers.

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:

A handwritten signature in dark ink, appearing to read 'Ray Singh', is written over a horizontal line.

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

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

				2021			2020
	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds £	Restated Unrestricted Funds £	Restated Restricted Funds £	Restated Total Funds £
Income from							
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
Total income		63,612	794,598	858,210	13,091	482,659	495,750
Expenditure on							
Charitable activities	6	65,401	395,719	461,120	563	341,601	342,164
Total expenditure		65,401	395,719	461,120	563	341,601	342,164
Net (expenditure)/income		(1,789)	398,879	397,090	12,528	141,058	153,586
Reconciliation of funds							
Transfers between funds		38,611	(38,611)	-	(497)	497	-
Net movement in funds		36,822	360,268	397,090	12,031	141,555	153,586
Reconciliation of funds							
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.

Balance sheet

Company Number : 07863274

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

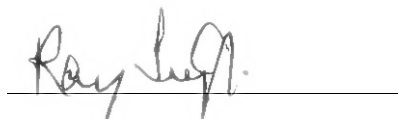
The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

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

Statement of cashflows

	<i>Notes</i>	2021 £	2020 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	(i)	433,460	153,586
Cash flows from investing activities:			
Interest received		2	-
Net cash provided by investing activities		2	-
Change in cash equivalents in year		433,462	153,586
Reconciliation of funds			
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

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

(ii) Analysis of changes in net debt

	2021 £	2020 £
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

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
Total costs	65,401	395,719	461,120	563	341,601	342,164

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	-	-	-
	3,000	1,156	4,156	365	-	365

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
	45,254	23,597

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
	2	2

10 Debtors

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

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	-
	43,072	-

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	Restated Balance 1 April 2019 £	Incoming funds £	Funds used £	Restated Transfers £	Restated Balance 31 March 2020 £
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
Total	51,426	482,659	(341,601)	497	192,981

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 Esme 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 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>2021</i>	<i>Restated</i>	<i>Restated</i>	<i>Restated</i>
	<i>General</i>	<i>Restricted</i>	<i>Total</i>	<i>General</i>	<i>Restricted</i>	<i>Total</i>
	<i>fund</i>	<i>funds</i>		<i>fund</i>	<i>funds</i>	
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</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)	-	-	-
	57,855	553,249	611,104	21,033	192,984	214,014

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.