

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

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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
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 Esmée 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)

		2022			2021		
	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds £
Income from							
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
Total income		45,277	679,349	724,626	63,612	794,598	858,210
Expenditure on							
Charitable activities	6	34,547	858,393	892,940	65,401	395,719	461,120
Total expenditure		34,547	858,393	892,940	65,401	395,719	461,120
Net (expenditure)/income		10,730	(179,044)	(168,314)	(1,789)	398,879	397,090
Transfers between funds		113,692	(113,692)	-	38,611	(38,611)	-
Net movement in funds		124,422	(292,736)	(168,314)	36,822	360,268	397,090
Reconciliation of funds							
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		182,277	260,513	442,790	57,855	553,249	611,104

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

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

2022 £	2021 £
20	2

Net cash provided by investing activities

2022 £	2021 £
20	2

Change in cash equivalents in year

2022 £	2021 £
(295,026)	433,462

Reconciliation of funds

Cash and cash equivalents at 1 April 2021

(ii)	2022 £	2021 £
	647,476	214,014

Cash and cash equivalents at 31 March 2022

(ii)	2022 £	2021 £
	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

Net movement in funds (as per the statement of financial activities)

2022 £	2021 £
(168,314)	397,090

Adjustments for:

Interest receivable

2022 £	2021 £
(20)	(2)

(Increase) in debtors

2022 £	2021 £
(142,236)	(6,700)

Increase in creditors

2022 £	2021 £
15,524	43,072

Net cash provided by (used in) operating activities

2022 £	2021 £
(295,046)	433,460

(ii) Analysis of changes in net debt

Cash at bank and in hand at 1 April

2022 £	2021 £
647,476	214,014

Cash flows

2022 £	2021 £
(295,026)	433,462

Cash at bank and in hand at 31 March

2022 £	2021 £
352,450	647,476

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
Total costs	34,547	858,393	892,940	65,401	395,719	461,120

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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
	2,759	-	2,759	3,000	1,156	4,156

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
	106,042	45,254

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
	6	2

10 Debtors

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

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
	58,596	43,072

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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.

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12 Analysis of charitable funds (Continued)

Analysis of movement in restricted funds

Year ended 31 March 2022	Balance 1 April 2021 £	Incoming funds £	Funds used £	Transfers £	Balance 31 March 2022 £
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
	553,249	679,349	(858,393)	(113,692)	260,513

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
Total	192,981	794,598	(395,719)	(38,611)	553,249

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)

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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.

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.

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)
	182,277	260,513	442,790	57,855	553,249	611,104

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.