

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

Registered number: 07863274

Company Number:1148598

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

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

**Race Council Cymru**  
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## **Information**

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

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

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## **Chairman's Report**

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

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

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

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

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

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

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

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

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

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**Small Company Provisions**

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

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

Judge Ray Singh CBE



.....

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**Independent Examiner's Report**

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

**Responsibilities and basis of report**

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

**Independent examiner's statement**

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

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

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

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

Signed



.....

Colin Grey CPAA

First 4 Enterprise Ltd T/A Business Sense  
The Business Centre  
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## **Report for the Trustees**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

## **Aims and Objectives**

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

## **Public Benefit**

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

## **Financial Review**

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

## **Investment Policy**

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

## **Reserves Policy**

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

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

## **Structure, Governance and Management**

### **Governing Document**

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

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

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

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

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

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



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## **Organisational Structure**

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

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

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

## **Average Employees**

The average monthly number of employees were as follows:

	2024	2023
Average number of employees	8	8

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

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

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

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

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

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

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

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

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

On behalf of the board

Judge Ray Singh CBE



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

**Income**

Grant / Fund	799,060	
Income from Rent/ Venue Hire	24,799	
Income from Training	1,500	
Other Revenue	26,076	
Received Donations	4,859	
Sponsorship	42,305	
<b>Total Income</b>		<b>898,599</b>

**Expenses**

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

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

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**Movement in Funds for 12 months**

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

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

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

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**Unrestricted**

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