

Race Council Cymru
Charitable Company Limited by Guarantee
Unaudited Financial Statements for Year Ended 31st March 2025

Registered number: 1148598

Company Number: 07863274

Race Council Cymru
Charitable Company Limited by Guarantee
Unaudited Financial Statements
31st March 2025

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

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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 31st March 2025.

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

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Chairman's Report

1. Introduction

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

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

2. Black History Wales 365 – Black Icons of Wales

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

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

3. Windrush Cymru 77 – Remembering and Rising

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

4. Policy, Campaigns, and Advocacy

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

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

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

5. Arts, Heritage, and Cultural Programmes

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

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

6. Youth Empowerment

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

7. Partnerships and Funders

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

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


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

8. Acknowledgements and Closing Remarks

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

Diolch yn fawr. Thank you.

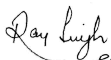
Judge Ray Singh CBE 

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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 on10th December 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 31st March 2025.

Responsibilities and basis of report

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

Independent examiner's statement

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

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

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

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

Signed



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Colin Grey CPAA

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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 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Aims and Objectives

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

Public Benefit

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

Financial Review

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

Investment Policy

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

Reserves Policy

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

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

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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:

	2025	2024
Average number of employees	12	8

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

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Income and Expenditure Account for the year ended 31st March 2025

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

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Balance Sheet as of 31st March 2025

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

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

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

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

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

On behalf of the board

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Detailed Income and Expenditure for the Year Ended 31st March 2025

Income

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

Total Income	816,384
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Expenses

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

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

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Net Movements in Restricted and Unrestricted Funds for 12 months

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

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

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

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