ALLIANCE FOR COHESION AND RACIAL EQUALITY LTD

England & Wales · Charity number 1149491

Details

Other names	ACRE
Status	Registered
Legal form	Charitable company
Company number	08248195
Registered	2012-10-25
Register	View on the Charity Commission register

Contact

Address	Middle Building 344 Oxford Road Reading RG30 1AF
Phone	01189510279
Email	info@acre-reading.org
Website	www.acre-reading.org

Activities

Objects: 1. TO WORK TOWARDS THE ELIMINATION OF RACIAL DISCRIMINATION; AND2. TO PROMOTE EQUALITY OF OPPORTUNITY, AND GOOD RELATIONS BETWEEN PEOPLE OF DIFFERENT RACIAL GROUPS AND DIVERSE COMMUNITIES; ESPECIALLY IN THE GREATER READING AREA.

Activities: 1. Strategic Engagement: Promoting equality across the protected characteristics under the Equality Act 2010. 2. Community Cohesion: Promoting community cohesion; embracing diversity; and encouraging integration. 3. Community Engagement and Development: Addressing imbalances in power and bring about change founded on social justice, equality and inclusion.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- Reading
- West Berkshire
- Wokingham

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£97,531	£193,061	-	-
2024-03-31	£335,857	£230,418	-	-
2023-03-31	£286,672	£233,455	-	-
2022-03-31	£139,759	£142,111	-	-
2021-03-31	£120,682	£96,462	-	-

Trustees

Name	Role	Appointed
ANDREW KOSSI SINGO		2017-03-24
DR MOHAMMED EJAZ ELAHI		2014-01-06
Glen Anthony Dennis		2019-12-17
James Mwaniki Mugo		2025-10-16
James Sahr Momoh		2025-10-16
Sairah Amina Khan		2024-10-17
Tariq Adam Gomma		2024-10-17

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ALLIANCE FOR COHESION AND RACIAL EQUALITY LTD

England & Wales - Charity number 1149491

Accounts

24
25

ANNUAL REPORT

Alliance for Cohesion and Racial Equality
Middle Building
344 Oxford Road
Reading
RG30 1AF

Company No.
8248194

Charity No
1149491

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Chair's Report

Dr Ejaz Elahi

Alliance for cohesion & racial equality (ACRE) was formed in October 2012, to promote equality, community engagement, community empowerment and cohesion in Reading.

At this point, it would be good to highlight some of our achievements in the recent past few years:

- **2021 – 2022:**

ACRE, Utulivu and Mojatu Media collaborated to establish a community wellbeing hub. The Hub provides a safe place for people to meeting a relaxing environment, play games and receive help and support with common problems

- **2022 - 2023:**

On going discussion with the Thames Valley Police on their Race Action Plan. ACRE produced two videos in partnership with RBC Community Services to promote the Community Wellbeing Hub. ACRE was chosen as one of the favourite charities by the Mayor of Reading, Cllr. Rachel Eden and was presented with 'Achievement Award 2023'.

- **2023 – 2024:**

ACRE manages the Hate Crime Forum and liaises with Reading Police and RBC. ACRE in partnership with Reading Public Health Team have recruited and trained volunteers as Community Champions. ACRE curated an Arts Exhibition with local artists titled 'Art from the Heart'. This was hugely successful as many young ethnically diverse artists expressed their emotions in pictorial form.

It is important to reflect that July 2024 was a very special day for ACRE when two of its Trustees, Cllr. Glenn Dennis and Cllr. Alice Mpofu-Coles, who had been elected as Mayor and Deputy Mayor of RBC, were honoured in an impressive ceremony hosted by ACRE and attended by a large section of our community. ACRE, on behalf of all Trustees, staff and well-wishers would like to extend our tribute on their success.

- **2024-2025:**

My sincere thanks go to our former CEO Victor Koroma for his outstanding efforts in shaping ACRE, our CEO, George Mathew, Shagufta Ali, Sarah O'Donnell and Ritu Shankardass for their hard work in running the organisation.

Sincere thanks also go to my longstanding colleagues on the Board of Trustees and a warm welcome of appreciation for our new Trustees.

My report would be incomplete if I did not mention our large team of volunteers for the invaluable assistance they have given both in the office and in the delivery of a large number of events and workshops across a diverse range of themes amongst them, the Community Health Champions,the hosting of the International Mens Day conference, Simply computing and many others . Quite frankly, we would not have been able to deliver as much as we did without their help.

Ejaz Elahi
Chairman, Board of Trustees


Reading
Borough Council
Working better with you
24th May 2023
Alliance for Cohesion and Racial Equality (ACRE)
Two thousand three hundred pounds only
£ 2,300.00
Reading Borough Council




Your voice counts

CEO's Report

George Mathew

In the process of writing my first report, reviewing the period April 2024 to March 2025, I can, without question assert that it has been a major period of transition for ACRE. Foremost in mind was the retirement of ACRE's long-standing CEO, Victor Koroma at the end of December 2024. Since 2012 he established Acre, and his passion for justice and equality for all has had a positive impact on the residents, community groups and businesses in Reading.
As the previous ACRE Equality and Engagement Officer, Chief Operations Officer and now the Chief Executive Officer, there is an immediate recognition that Acre is a well-established and well -known voluntary community organisation and charity in Reading. Its primary focus is promoting equality; that people are treated fairly and equally which is the golden thread running through its development, objectives and activities. This vision and purpose are fundamental in creating a cohesive place and space in an ethnically diverse town such as Reading and specifically at our Community Wellbeing Hub (CWH) on Oxford Road.
Our core work therefore is to support ethnically diverse and marginalised communities, improving the health and wellbeing of individuals and families experiencing difficulties particularly with navigating statutory structures and statutory provision.

Historically, ACRE's development path is grounded on a service delivery model that is always community based, and community led. Once members of a community voice a specific need, the starting point is to conduct basic research taking account of cultural norms and sensitivities of that community. Based on that model the following are some of the services that Acre provided during this period at our CWH.

1. **Weekly Coffee Mornings in partnership with Utulivu – a popular meet up for two hours with regular guest speakers on health and well-being. Interpreters are provided in Arabic and Urdu.**
2. **Peer Support Group meetings -Culturally specific groups (e.g. Refugees and asylum seekers, elderly, women only).**
3. **Computer Classes/Digital Access led by experienced IT Volunteers which are well attended but paused due to issues with Boardroom Hall where they were held.**
4. **Sewing Classes – Initiated by ACRE to break isolation after requests from mainly women who were isolated and wanted an activity that would motivate them to come out. Held once a week and led by an experienced tutor for a cycle of six weeks.**
5. **Grassroot Communities- Let's Talk Wellbeing – ACRE in partnership with Utulivu Women's Group scheduled weekly online session -recent topics have been – Dying Matters, Dementia and Trauma and Mental Health.**
6. **Signposting service – Guide people to existing resources for Mental Health service, Immigration service.**
7. **Outreach Events in Community Hubs, Health Centres and places of worship.**
8. **Bi-Monthly Health Checks held at CWH as part of the Community Wellness Outreach project.**

ACRE is committed to continuing our role as a strategic lead for organisations supporting ethnically diverse communities in Reading. We will build on our strong community infrastructure, extensive partnerships, and evidence-informed approach to ensure we deliver high-impact, culturally competent services that promote health and wellbeing.
Two excellent examples of collaborative work are the highly successful Reading Community Health Champions project and the Men2Men Project.
Reading Community Health Champions (CHCs)
The CHC Project is run and managed by the RBC Public Health Team in an equal and strong partnership with ACRE with New Directions College providing the training. ACRE leads on the community engagement and development strand of the project, recruiting community volunteers from a wide demographic reflecting Reading's diversity and getting them trained as Community Health Champions. Events organized throughout the year are highlighted below:

1. Gardening and Dementia Training – June 18. Led by Age UK
2. Debunking Common Nutritional Myths – June 27. Webinar led by University of Reading
3. Smoking & Alcohol in your Community Workshop - July 29.
Led by RBC Public Health Programme Officers
4. Diabetes and Community Engagement Webinar – August 14
5. What is Neurodiversity Webinar? – September 25
6. Wellbeing Meeting at the Museum of English Rural Life (MERL) - October 23.
7. Menopause Café – Initiated by the CHCs – October 7 & 21 at the Reading Central Library. This event was reported on BBC South News
8. Whole Systems Approach to Health – with a section on Flu information and a chance to hear about research participation through the National Institute for Health and Care Research (NIHR) – November 27
9. Menopause Café "All things menopause" 10am – 12pm 1st and 3rd Friday of the month. Reading Central Library. The café idea was initiated and organised by Community Health Champions
10. A monthly Bulletin of Reading Health Events and Information was published and distributed only to CHCs.

In addition, two outstanding events were organised by the CHCs:
A Health Expo Day was held at the Hexham Road Community Centre on September 14 to demonstrate how collaborative community action can bring about positive, lasting change for public health. Partnering local communities, organizations based in Reading and agencies in attendance were Utulivu Women's Group, The Indian Community Association, BHFT, NHS BOB ICB, RISE, New Directions, Autism Berkshire, Brighter Future for Children, WCDA, Caversham Muslim Association, The Jamaica Society and Friends Reading and local organisations such as Temne Association of Reading, 7th Day Adventist's groups, and the Hexham Youth group. A whole day event with at least 20 wide ranging presentations on health and well-being, it brought together residents from across Reading, fostering unity and inclusivity and celebrating the strength that comes from diversity of our local communities.

Celebrating our Community Health Champions Awards Ceremony was held on December 4 at the University of Reading, Loddon Campus from 6pm. With the successful target recruitment of 101 CHCs and with 20 volunteers on the waiting list, ACRE in partnership with the RBC Public Health Team, organised an Awards event. 18 CHCs were awarded certificates in special recognition of empowering their communities around health and wellbeing. ACRE hopes to continue to build on our existing effective and ongoing collaboration further by continuous participation in RBC's Action Research meetings and strategic forums such as the Mental Wellbeing Group and Suicide Prevention Group. The challenge is to seek funding to continue the outstanding work done by all the stakeholders towards a comprehensive and sustainable future of the Reading CHC project.

Community Health Champion Awards ceremony at Reading University



COMMUNITY
HEALTH CHAMPIONS
CONNECT INFORM EMPOWER

Men2Men Project
As part of ACRE's ongoing work with its Men's group, the immediate concern was that there was no noticeable coordinated/concerted approach to addressing men's health concerns within minoritised and marginalised communities. This put them potentially at risk of mental and physical health deterioration. ACRE is thankful to the Reading Integration Board (RIB) for supporting our funding bid for the Men2Men project. Its aim is to provide an outreach service that will go into community settings and recruit potential beneficiaries with the activities designed by the project (see Men2Men Report).

Community Engagement

1. The first ACRE Hate Crime Forum of 2024 took place on Thursday July 18 at the Reading Council Chamber, Civic offices. It was dedicated to addressing and preventing hate crimes in our community with a focus on victims reporting it. A key takeaway was to continue to discuss the Police Race Action Plan (PRAP) to develop and build an anti-racist police service in Reading.

Just a few weeks later the series of violent flash mobs attacking hotels housing migrants, trying to set the buildings alight and pulling people from their cars took place across the country. An emergency IAG meeting was also held on August 6 to brief community leaders of the ongoing situation. Credit must be given to the Community and Diversity Officer (CADO) together with Reading and Thames Valley Police for taking the appropriate action to ensure the safety of Reading residents particularly from the minoritised communities.

2. ACRE was grateful to be invited to attend the University Globe Sculptures Launch on Wednesday 25 September; four new globe sculptures at the University of Reading's Whiteknights campus were installed to mark the legacy of the transatlantic slave trade. The artistic globes have been installed at prominent locations around Whiteknights and will create a Globe Trail that is part of a permanent public art on campus. ACRE has publicised the Globe sculptures through its community networks.

3.In early August, ACRE received a £2000 Household Support Grant from RBC to distribute to families in need. The decision was made to offer it to Alafia an ACRE organisation that supports ethnic diverse families caring for children and young people (0-25) on a wide spectrum of disabilities or additional needs. All their service users are carers who are on low income or benefits, and some are single parents.
Over the next few weeks Gift Bags were distributed to 30 Carers and Boots Gift Vouchers were distributed to a further 40 Carers. Acre also organised a workshop titled "Effective Budgeting and Money Saving Tips" Workshop which was presented by an experienced Financial Coach and Educator. 12 people attended.

4. As part of Black History Month, ACRE showcased its activities over the past year at the UoR campus on October 28 from 7 – 8.30pm. Highlights included examples of its Sewing classes, Poetry and Photography Project (Poetry was read), Community Health Champions work and finally a 20-minute video on the life of ACRE's CEO Victor Koroma followed by a Q&A session. 30 people attended.

5.Here I would like to recognise Equality Mastermind headed by Keith Seville, author and entrepreneur for organising, in partnership with ACRE, a Business Showcase event at the Civic Centre on October 8. Key speakers were Rachel Eden – a well-known Councillor but also an accountant and Shirley Anstis a popular author and coach.

6. ACRE as part of the Reading Holocaust Memorial Day Partnership organised 'An Evening of Remembrance and Reflection – the theme titled 'For a Better Future'. The key speakers were Charlie Knight, a historian delivering a talk connecting the narratives of those that remained in Germany with those that left for Britain. The second speaker was Bakhit Adam, Chairman of the Reading Sudanese Community who spoke about the current situation in Darfur, Sudan.

7. ACRE is now a regular contributor to the Berkshire Healthcare Foundation Trust (BHFT) Anti-racism CommUNITY Forum and attended the face-to-face event on November 5 from 10-3pm at the Bracknell Open Learning Centre. Some of the key talks and discussion was around Mental Health Detentions, a Multifaith project and a Theatre Forum. There were further speakers, and the event concluded with an interactive Art Workshop on well-being and reclaiming narratives.

In concluding this report I would like to attach importance to the numerous advantages in partnership working as we recognise the deep knowledge of ethnically diverse and marginalised communities stems from the numerous methods of engagement we utilise. Simply put ACRE would be in a difficult position to deliver on its strategic and operational objectives without collaboration with its trusted partners.

Let me start by thanking the Board of Trustees and my colleagues on the ACRE staff team- Ritu Shankardass, Tony Adejo, Barbara Diouri, Errol Masters, Adrianne Lowe and Sharif Adam.
My gratitude to Shagufta Ali for her dedication to Alafia and the Carers over so many years.
Many Thanks to our brilliant Utulivu Partners: Cecily Mwaniki, Eva Karanja, Raveena Harjun Sahota, Shama Cora and Benedicta Omoarebun.

I would like to acknowledge both Dr. Hilda Eshieshi -the CHC Lead and Chelsea Otto - CHC Coordinator for their immense contribution in developing the CHCs right till the end of the Project; Dayna White the Neighbourhood and Partnerships Manager - Public Health for her consistent support of the CHC Project; all the wonderful 100+ CHCs volunteers Healthwatch Reading for their tremendous work as the independent champion for putting people at the heart of care who use health and social care services.

Alice Kunjappy-Clifton -the Lead Officer for her incisive questions and positive response through action.
Tariq Gomma – Engagement Officer – Always willing to give a helping hand.
Zainab Koroma – Engagement Officer -For the informative discussions around health.

Sincere thanks to James S Momoh for his invaluable service as a CBT Practitioner to ACRE's Men's group; Trip Pannu – the CADO Officer - Reading Police for his timely support during a tense time in July; James M. Mugo once again for providing pro-bono advice to ACRE clients and CWH participants; all ACRE volunteers.

Thank you to the many dedicated community organisations such as Reading Muslim, Caribbean Association Group, Sudanese Group, Citizen Advice Reading, Compass Recovery, Berkshire Active, Healthwatch, RVA, Connect Reading and RAN and many others.

As always thanks and gratitude to all our funders – RBC, RIB, ICB and BHFT

Good luck and the very best to whatever you do Dr. Victor Koroma.

Men 2 Men Launch



Alafia Family Support Service Report

Shagufta Ali

Executive Summary

Alafia supports Ethnic Minority families caring for children 0-25 with disabilities or additional needs.

Summary of Delivery

509 family Contacts: Contacts cases with diverse issues supported to get what they needed, and sometimes referred to appropriate agencies.

Face to Face support

Face to Face support provided i.e Help with form filling / support provided/signposted 121 contacts.

4x Universal Credit claims
17x DLA applications/ renewals / appeals
7x PIP renewal
3x universal credit applications
4x renewal of concessionary bus pass
1x Referral to Cowshed Charity
1x Dental Cost Exemption application
1x Assault on student at school guidance provided
1x assist with carers assessment by Reading Mencap
3x support provided regarding issues with school transport
5x blue badge application
8x families support to apply for funding from trusts and charities for additional equipment, including specialist furniture and wheel chairs for their children.
6x New Family referral to Alafia Service – 6 families
5x Support letter for housing
3x Concessions Bus Pass application/ replacement of lost bus pass
1x Toll Charges Exemption application
2x Carers Allowance application
9x Family Fund Charity Applications
1x Dental Charge Exemption Application
1x Community Grant applications
1x ECHP plan guidance provided
4x Letters to school for permission to attend Jungle Mania soft play sessions
1x ECHP plan guidance provided

Face to Parents Support Group Sessions:

Workshop was focused on money saving tips for electric and gas bills and general energy advice attended by 11 carers. Effective Budgeting and Money Saving Tips Workshop presented by Charmaine Simpson who is a passionate Personal Financial Coach and Financial Educator.
(Charmaine is focused on helping clients achieve financial wellbeing by teaching empowering and inspiring their goals and help them find practical solutions to money challenges and help clients to save money,create a budget, pay off debts or improve their financial literacy in general. The workshop attended by 12 carers proved useful for everyone dealing with household budgeting on daily basis).

Effective Budgeting and Money Saving Tips September 2024
The session was very useful, including removing labels with names and address and barcodes from packaging and boxes before throwing them away to prevent identity fraud.
Writing down budgeting plans of income and outgoings is an effective way to budget. This is a good way to reduce spending and save money.
Making budgeting plans should be a family task, sharing it with children to teach them about money management is a good tip. Practical tips like switching off lights, turning down heating and making sure your home is well insulated to save on utility bills. Check letters that are sent to your address with a different name should be opened and checked. This can prevent fraud and identity theft.

Shortbreaks for families

1. **Camp Mohawk - Facilitated day out for families at Camp Mohawk (A multi - functional day centre for children with special needs children and their families) opportunity provided by Reading Family. A Big thank you on behalf of ACRE/Alafia staff and trustees. This provided opportunity for families to have quality time together, network with other families and form friendship, attended by 10 families (44 individuals).**
   Feedback from families;
   Thank you Alafia/Reading Family Aid for your support. My daughter had a wonderful day particularly loved the paddling pool. Thanks for arranging the outing for us!, Thanks for the lovely day out, kids jab a fab time!, Trip was wonderful and enjoyed by everyone.

2. **Family Day at Marwell Zoo - Total of 19 families attended (30 Carers and 41 children including 15 children with additional needs. This was an opportunity for families to spend quality time together and network with other families. Families on low income and single parent families had an opportunity to visit the Park who otherwise cannot afford a family day out. Sincere thanks to Happy Days Children's Charity for providing funding towards the Trip. Feedback from families;**
   It was a lovely day out for me and the children. Really appreciate your effort.
   Thank you for your support and trip was very nice and enjoyable
   Enjoyed a very productive day out with the family. Thankyou.
   Everyone really enjoyed the food, thank you for bringing a smile to Children's face!
   Thanks Alafia and RFA for providing such a fantastic opportunity for isolated families



3. **Bournemouth Seaside Trip: ACRE funded the Trip under the banner of the Community Wellbeing Hub and coordinated by Utilivu as partners. Trip proved very popular as was attended by 15 families (63 individuals).**
   Comments and Feedback from families:
   Thanks Alafia and for organising the trip. It was a very enjoyable day out for my family. Special appreciation goes to the staff who work tirelessly to ensure that everyone is looked after and contented. You do amazing job and you are the unsaid hero!. Staff always polite and calm and dealing with so many people is not easy job. Always bring smile on everyone's face! Thank you for a wonderful trip to the seaside! The atmosphere was calm and refreshing, and beautiful that made every moment feel special. The fresh sea breeze, the sound of the waves, and the peaceful escape. Everything was well-organised and comfortable, which made the experience even more enjoyable. I came back feeling relaxed, recharged, and full with great memories!



4. **End of the year Lunch at Cosmo Restaurant, Reading to mark the end of year and enjoy festive lunch together. Attended by 66 Carers & children. Families met other families and enjoyed cuisine from different countries.**
   Feedback from families:
   Everyone really enjoyed the food, thank you for bringing a smile to Children's face!
   Thank you for a wonderful dining experience at this restaurant. The atmosphere was warm and welcoming; you made many people have smiles on their faces which made the dining more memorable. The food was fresh, flavourful and beautifully made. I left not only satisfied but I am looking forward to coming back and I just wanted to say thank you again for taking us to fantastic restaurant.

5. **Christmas Pantomime and live performance at Reading Rep Theatre** enjoying live performances extend out thanks to Reading Family Aid for supporting the Alafia families.
Attended by 10 families (32 carers and children).
Comments from families:
Kids had a wonderful time and always look forward to watching the panto at Christmas Time.
The Reading Rep Performance was great we appreciate your help and support!



6. **Soft Play Sessions at Junglemania Reading**
Soft play sessions resumed for children with special needs and their siblings. These take place once a month term time only, 10 Sessions have been attended this year with average of 20 people attending each session which include carers and their children. Children get a chance to play together in a safe environment and parents can network and relax.
Household Support Fund Grant supported by Reading Borough Council 121 Alafia families were supported by Household Support Fund Grant. Funds were made available to provide Tesco Gift Vouchers/ Gift bags containing household essential and toiletries.

Christmas Toy Donation
Reading Family Aid Toy Appeal donated toys for children. This was really beneficial for families who otherwise find it difficult to buy toys for their children during the Festive season. Toys were donated to 11 families.

Meetings attended by Support Worker: Regular meeting with Reading Families Forum, Strand 5 Group, monitoring meetings with Reading Mencap LD partnership group, staff meetings and IASS meetings.

Information shared with families: 97 Families on What's App group. Other families receive information by post or email. Information shared with families - 140 families each time.

Newsletters about Stop Loan Shark, Reading SEND summer, Reading SEND Offer, Community Wellbeing , Nature (spending time in nature does wonders for our wellbeing), Community Wellbeing.

Events: Reading Children's Festival, Reading University Community Festival, Community Festival at Forbury Gardens, Ridgeline Trust's Autumn Fete and Plant Sale, Parent Carer Health Engagement Day, Suicide Prevention Conference, Community Health Champions Health Expo Day, Reading Mela, Welcome to Reading Coffee Mornings, Women's Football for Mental Wellbeing, Ready Friends Befriending Forum, Reading Weekly Seated Exercise and Wellbeing Program with GBA, Rose Circle Women's Group, Indian Community Senior Citizens Club, Reading Families Forum Information and Fun Day at YMCA, Services Marketplace (network with local organisations, charities, and community groups supporting children with special needs and their families, Tea and Coffee Morning by Utulivu, Women's Health Conference, Health Men's International Day 2024, Holocaust Memorial Day 2025, Reading Families Forum Coffee Morning, Reading Job Fest 2025 hosted by Reading Borough Council.

Workshops: Managing money & mental health workshop, Mindfulness Workshop by Reading Community Outreach, Hate Crime Forum, Art Stories, Autism and our Education System, Technology enabled care drop in workshop, Building Berkshire Together Community Workshop, Support for School uniform (Cowshed Charity),Community Wellness Outreach, Cost of living - Money matters, Together for Mental Wellbeing Art Workshop, Surplus Food Project supported by Whitley Community Development Association

Feedback: Health Watch Reading (share experience of being billed for NHS treatment wrongly), Reading Mencap Carers Support Group Drop in Parenting Special Children Requested an interpreter but not given one share experience, Health Watch Reading (share experience of being billed for NHS treatment wrongly)

Information shared: Hexham Road Community Centre Updates, Readings Community Safety survey, Reading Food partnership. Flyers shared:Support for victims of domestic abuse , Stop Loan Sharks, Coffee Morning With Parenting Special Children, Parenting Special Children Recruiting Community Language Volunteer, Parenting Special Children Fun Kids Party, Reading Mencap Carers Support Group Drop, Parenting special children coffee mornings, Together for Mental Wellbeing Finding your Voice through Poetry Workshop, Reading Community conversation on dying matters event,Broad Street Health Centre Smear Test, Carers Get together by Carers Partnership, Carers Get together by Carers Partnership,Reading Community conversation on dying matters event, Reading Mental Health Awareness Week (Community: Through my Eyes) workshop, Survey for 5-25 years with additional needs. Reading Services Guide Newsletter, Community Wellbeing Newsletter, energy advice project workshop by Reading Mencap.

The following events attended to raise awareness of the services available in Reading for children with Disabilities and their families and publicize the work of ACRE/Alafia:

Community and Sustainability Fair @ University of Reading, Reading Children's Festival @ Forbury Gardens, Community Festival at University of Reading, Community Festival at Forbury Gardens,
Festive Lunch at ACRE, ACRE AGM, Holocaust Memorial Day, Services Marketplace (network with local organisations, charities and community groups supporting children with special needs and their families, Carers Day Event hosted by Reading Mencap.

Men 2 Men Project Report

Errol Masters and Tony Adejo

The Men2Men Project continues to serve as a vital platform for men across Reading to engage in open dialogue on mental health, wellbeing, and life challenges. Between November 2024 and April 2025, the project delivered a range of impactful activities, combining conferences, social gatherings, and educational online sessions. These events not only provided knowledge and awareness but also created a supportive community network where men feel seen, valued, and empowered. Some of the events we have successful had so far are:

International Men's Day Conference – 30th of November 2024
A landmark event held at The Warehouse, Reading, bringing together community leaders, health practitioners, and local men to discuss themes of masculinity, mental health, and social responsibility. The conference highlighted the importance of safe spaces for men to address stigma around mental wellbeing. Health checks were also carried out on the day by the MEETPEET health team.

Social Gathering at Emmanuel Methodist Church – 17th of December 2024
A festive community event that encouraged social connection, reduced isolation during the holiday season, and fostered a sense of belonging. Attendees expressed appreciation for the opportunity to connect outside of formal sessions.

Advance Care Planning – 5th of February 2025
This virtual workshop provided guidance on planning for future health needs and decision-making. The session was particularly valued by older men and those with long-term conditions, equipping them with practical tools for navigating sensitive issues.

Ageing & Dementia Workshop (Andropause Focus) – 18th of March 2025
Delivered in partnership with health researcher, this workshop explored how ageing affects men's mental and physical health. The session broke taboos around andropause and highlighted support services for ageing care as well as Hormone Replace Therapy like osteoporosis.

Diet and Nutrition Session – 30th April 2025
A practical workshop emphasising how lifestyle and dietary choices directly impact men's mental wellbeing, resilience, and overall health. Participants shared personal stories of lifestyle changes inspired by the session.

The Men2Men project has significantly grown in popularity, with attendance steadily increasing across events and online sessions.
Notably: Many men from diverse backgrounds now see Men2Men as a trusted space to speak openly about depression, isolation, and health issues.
Sessions have helped men identify early signs of mental health challenges, reducing stigma and encouraging them to seek professional help.
Peer connections fostered through gatherings and workshops have reduced loneliness and created informal support networks.
The project has recorded tremendous successes. We have been to establish Men2Men as a recognised and growing online community initiative in Reading with well over 70 men, actively engaged in our WhatsApp platform. This has helped us to delivered high-quality, culturally sensitive workshops addressing health and wellbeing issues often overlooked among men.
During this period, the Men2Men Project has demonstrated its relevance, impact, and potential for long-term sustainability. It has become a trusted safe space for Reading men to discuss sensitive issues, build resilience, and support one another. Despite challenges, its successes far outweigh its difficulties, with the project steadily transforming attitudes, reducing isolation, and fostering healthier communities.

Moving forward, in the next couple of weeks, we will begin the online bi-weekly men's mental health and depression talks sessions which will continue to create awareness as well as encourage men to identify, speak up and seek help from professionals. This is because the successes recorded have created a momentum for continuity and expansion, with demand growing for additional sessions and broader topics. In the summer, we will host another social gathering for members to socialise and network face to face. In November, we will host another conference to mark the 2025 international men's day and in December to end the year with another social gathering.
Finally, we extend our sincere appreciation to our funders, the Reading Integration Board (RIB), whose support has made this project possible. We also acknowledge the invaluable collaboration of our partners: Berkshire Healthcare NHS Foundation Trust- Cognitive Behaviour Therapy (BHFT-CBT), MEET PEET, Macmillan Cancer Support, Community Health Champions (CHC), Utulivu Women's Group, and Angels Outreach. Their continuous support, expertise, partnership, and shared commitment in tackling health inequalities have been instrumental in the successes of the Men2Men Project so far.

Administration Report

Ritu Shankardass

April 2024 to March 2025
As always, Acre being an active and vibrant organisation, the administrator has reflected this. The organisation increased the support provided to individuals and community groups. These include but are not limited to people and groups needing help / advise / wanting to hire rooms for meetings / coffee mornings / computer classes / Women's Circle / Ukulele Classes / Sewing classes, free Health Checks bi-monthly.
Support is also provided to internal business and engagement activities with statutory partners and community groups.

Trustees' Meetings held in person or virtually:
25th April 2024
11th July 2024
22nd August 2024
3rd October 2024
Major conferences / workshops held either in person or virtually:

Art Workshop on 04/04/2024	**(66 attendees)**
Art Workshop on 11/04/2024	**(5 attendees)**
Art Workshop on 18/04/2025	**(7 attendees)**
Funding Workshop on 23/05/2024	**(20 attendees)**
Suicide First Aid Training on 31/05/2024	**(8 attendees)**
Mental Health Awareness on 07/06/2024	**(31 attendees)**
Hate Crime Forum on 18/07/2024	**(30 attendees)**
Celebrations for the Mayor and Deputy Mayor of Reading on 23/07/2024	**(40 attendees)**
Housing Support Funding – Budgeting Workshop on 17/09/2024	**(10 attendees)**
ACRE Annual General Meeting 2024 on 17/10/2024	**(40 attendees)**
Community Engagement Exhibitions – BHM on 28/10/2024	**(30 attendees)**
Community Awards 2024 on 31/10/2024	**(80 attendees)**
Women's Health Conference on 22/11/2024	**(55 attendees)**
International Men's Day on 30/11/2024	**(40 attendees)**
Holocaust Memorial Day 2025 on 22/01/2025	**(90 attendees)**
Men2Men – Ageing & Dementia Workshop on 18/03/2025	**(8 attendees)**
Health Inequalities Conference 2025 on 28/03/2025	**(40 attendees)**

From April 2024 - March 2025: We coordinated 34 Grassroot Communities Conversations via Zoom, as given below – a weekly on-line discussion session held every Thursday, and delivered in partnership with Utulivu Women's Group and Berkshire Healthcare Foundation Trust. Recorded 510 attendances.

18/04/2024	**: Health Weight Management**
25/04/2024	**: Mental Health – UK's Black Maternal Health Awareness Week**
02/05/2024	**: Mental Health – Anxiety**
09/05/2024	**: Dying Matters**
16/05/2024	**: Dementia Week**
23/05/2024	**: Thriving through Resilience**
30/05/2024	**: Trauma & Mental Health**
06/06/2024	**: Self-care & Trauma**
13/06/2024	**: Loneliness Awareness Week**
20/06/2024	**: Cervical Screening**
27/06/2024	**: Menopause**

18/07/2024	**: Celebrating Oneself & others in building resilience**
01/08/2024	**: Disappointment in life**
05/09/2024	**: Friendship & self-care**
12/09/2024	**: Suicide Prevention Conference**
19/09/2024	**: Youth & Suicide Prevention**
26/09/2024	**: Women's Health**
10/10/2024	**: Domestic Violence**
24/10/2024	**: Menopause Awareness Month**
07/11/2024	**: Stress Awareness Week**
14/11/2024	**:Stress Awareness Week**
21/11/2024	**: Vaccination for our wellbeing – Flu & Covid**
28/11/2024	**: Gender Based Violence**
05/12/2024	**: Self-care & Safety**
12/12/2024	**: Managing our wellbeing during festive season**
16/01/2025	**: Building Resilience**
23/01/2025	**: Estate Planning**
06/02/2025	**: FGM Conference**
20/02/2025	**: Young people Safety & wellbeing**
27/02/2025	**: Mental Health Stigma**
06/03/2025	**: International Women's Day**
13/03/2025	**: Positively managing loneliness & isolation**
20/03/2025	**: Interaction with Nature & Gardening – Nutrition and Hydration**

Total attendance for Tea / Coffee Mornings – 737

Received 68 business correspondence/letters; majority of the communication is through emails either to admin or sent directly to staff.

People visiting the ACRE for other reasons – 90

CHC Health Expo Day - Hexham Road Community Centre





STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

	NOTES	UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL 2025	TOTAL 2024
Income		£	£	£	£
Donations and legacies	2	5,330	19,994	25,324	30,805
Charitable activities	3	0	72,207	72,207	305,052
Investments					
Total income		**5,330**	**92,201**	**97,531**	**335,857**
Expenditures					
Charitable activities	5	10,551	182,509	193,061	230,418
Total expenditures		**10,551**	**182,509.1**	**193,061**	**233,455**
Net income / (expenditures)		-5,221	-90,308	-95,529	105,439
Net movement in funds		-5,221	-90,308	-95,529	105,439
Reconciliation of funds	14				
Total funds brought forward		**29,513.4**	**176,981**	**206,495**	**101,056**
Total funds carried forward		**24,292.4**	**86,673**	**110,966**	**206,495**

Balance sheet as at 31 March 2025

	Notes	Total 2025	Total 2024
Current assets		£	£
Debtors	11	55,145	163,484
Cash at bank	12	79,163	68,715
Total current assets		**134,308**	**232,200**
Liabilities			
Creditors: amount falling due within one year	13	-23,342	-25,705
Net current assets		**110,966**	**206,495**
The funds of the charity	14		
Unrestricted			
General reserve		24,292	29,513
Restricted			
General reserve		86,673	176,981
Total Funds		**110,966**	**206,495**

Funders & Supporters

Reading Borough Council
Working better with you

COMMUNITY FUND

Reading Family Aid
Putting smiles on children's faces

happy days children's charity

Made possible with
Heritage Fund

The Earley Charity
by hook or by crook

Supported by
Berkshire Healthcare Foundation Trust

Delivery Partners

UwG Utulivu Women's Group

mojatu Media

Reading Sudanese Community
Together We Are Stronger

CAG
Caribbean Associations Group

Community Health Champions
Connect Inform Empower

Reading mencap
The local voice of learning disability

READING VOLUNTARY ACTION

Connect Reading

Reading Advice Network

ANGELS OUTREACH
COMMUNITY INTEREST COMPANY


MEN 2 MEN
Time to Talk
Celebrating
international
MEN'S DAY
Encouraging Men's Health Champions – To help shine a spotlight on both the problems of men's health and the people delivering the solutions.
Guest presenters include Health Professionals covering:
Mental Health & Suicide Awareness
Diabetes
Sexual Health
Cancer/Prostate Cancer
Smoking Impact
Physical Health Checks
Liver Function
People with lived experiences
Time: Saturday, 30 November 2024: From 3.00 - 6.30 p.m.
Venue: The Warehouse: 1a Cumberland Rd, Reading RG1 3LB
For more info: info@acre-reading.org
SMS: 07554837693


TEA & COFFEE MORNING
Every Tuesday 2025
Emmanuel Methodist Church
448 Oxford Road Reading
RG30 1EE
From 11:30 am to 1 pm
Enjoy
Uno, Chess, Bingo, Connect 4
Art Wellbeing , Children books
Guest Speakers
& other Activities
From Battle Hospital walk straight down pass tesco keep walking until you see the battle library after you passed the library you turn right
All are welcome
Children are welcome
Get Here Via
Bus: 17, 16, 15, 15a
West Village Tesco
Utulivu Women's Group Are Mayor of Reading's Charity 2025 - 2026
Enquires raveena@mojatu.com or info@acre-reading.org


'CREATING A SPARK'
Premiere
Join Us for the Premiere of 'Creating a Spark' , a short film about what an impact 'The Occy Road' Project has had on some of the participants. There will also be a time of poetry readings, so please bring your latest creations and share amongst other creatives
Friday08/03/2024
@acre community wellbeing hub
FREE ENTRY
7-9PM
OPEN TO ALL
Light refreshments will be available but
feel free to bring your own cinema snacks (you won't get in trouble here lol)


ACRE
Presents
Black History Month
COMMUNITY
ENGAGEMENT
EXHIBITION
Reading University london Road Campus Building L22 RG15AG
The Car Park can be accessed by turning left into Crown Place from London Road
Monday October 28th 2024 6.30pm
Come along for a showcase of the activities at the Community Wellbeing Hub
Included are an exhibition of Art Work
Literary Publications ,Photographs & Films
produced in the last 12 Months
The Exhibition will be for one day only
Parking and the exhibition is free
Telephone: 07554837693 Email: info@acre-reading.org

ALLIANCE FOR COHESION AND RACIAL EQUALITY LTD

England & Wales - Charity number 1149491

Accounts

Company No. 8248195

Charity No. 1149491

ALLIANCE FOR COHESION AND RACIAL EQUALITY LTD

TRUSTEES' REPORT AND UNAUDITED ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2024

Reference and administrative information

Directors:

Dr Mohammed Ejaz Elahi
Mr Andrew Kossi Singo
Dr Alice Mpofu-Coles
Mr Glen Anthony Dennis
Dr Sunila Lobo
Miss Shreeya Paudel

Chair: Dr Mohammed Ejaz Elahi

Treasurer Mr Andrew Kossi Singo

Company Secretary: Mr Victor Koroma (Chief Executive Officer)

Other names charity known as: Acre

Registered Office:
Middle Building
344 Oxford Road
Reading
RG30 1AF

Registered Company Number: 8248195

Registered Charity Number: 1149491

Independent Examiner:
Bernard Manase
No 33, 193 Wensley Road,
Reading, RG1 6EA

Bankers:
Co-operative Bank
PO Box 250
Skelmersdale
WN8 6WT

Report of the board of Trustees for the year ended 31 March 2024

The Board of Trustees present their report and the financial statements for the year ended 31 March 2024.

Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011, the Companies Act 2006, and 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 2015).

Structure, Governance and Management

Governing document

The charity is a company limited by guarantee, incorporated on the 10th October 2012 and registered as a charity on the 25th October 2012. The company was established under a Memorandum of Association, which established the objects and powers of the company and is governed under its Articles of Association.

Directors and Trustees

All the directors of the company are also Trustees of the charity. The Trustees, who held office throughout the year, unless otherwise stated, were as follows:

Dr Mohammed Ejaz Elahi
Mr Andrew Kossi Singo
Dr Alice Mpofu Coles
Mr Glen Anthony Dennis
Dr Sunila Lobo
Miss Shreeya Paudel

Mrs Constance Gooding (Retired 19/09/2022)

The Board of Trustees meet regularly throughout the year and is comprised of the directors of the company. In addition, the board has set up (Finance and Human) Resources and Business Planning, and a Community Engagement sub-committee to assist the decision-making process.

Recruitment and appointment of directors

Acre is managed by a 6-member Board of Directors/Trustees and all are registered with Companies House and the Charity Commission. At their meeting of 25th June 2013, the 'Board of Directors' agreed to be referred to as a 'Board of Trustees' for reasons of addressing community perception. The organisation allows for up to 10 Trustees so as to increase diversity of representation. In any given year at least one vacancy is left open for potential co-option to the board.

Trustees are recruited on the basis of community representation from the organisation's register of members, and new Trustees appointed on meeting specific skills criteria to enable the organisation improve its reach in order to achieve the key aim of community engagement and empowerment. Expressions of interest are invited from interested parties and the appointments are confirmed after potential candidates have been voted for by the general membership.

The Board of Trustees have collective responsibility for managing the organisation, and are accountable to the members, beneficiaries, and funders of the charity.

Report of the board of Trustees for the year ended 31 March 2024 (continued)

Retirement from the Board or vacancies otherwise created during the reporting year are mitigated by request for expressions of interest, co-option and subsequent election at the next AGM.

Members eligible for retirement from the board stand down at the Annual General Meeting and may seek re-election subject to Clause 32 of the Acre Articles of Association or any resolutions passed by the general membership to the contrary. Accession to the Board of Trustees is open to any member of Acre that can make a positive contribution towards achieving the objectives of the organisation.

Risk assessment

The Board of Trustees has been diligent in examining all the strategic and operational risks to which the organisation is susceptible and is pleased to report that systems have been put in place for regular reports to be produced and considered towards reducing real or potential risks. The Trustees have also set up a Business Planning and Resources Sub-committee (comprising of Chair, Deputy Chair, Treasurer, and 1 other Trustee) with delegated powers as a contingency committee that can take emergency action to minimise risks to the business of the organisation.

Following an objective assessment of the operations in relation to financial resources at its disposal, the Trustees are pleased to report that there are no immediate concerns or threats to the operations of the organisation. The Board of Trustees will continuously assess the risk to the organisation and make decisions to avert any perceived risks.

Management and staffing

The day to day running of the charity and delivery of projects is under the control of the Chief Executive Officer, Victor Koroma and 5 staff members. The CEO reports regularly to the Board of Trustees comprising the individuals noted on page 2.

Objectives and Activities

Acre is a community led infrastructure organisation set up to work towards the elimination of racial discrimination; promote equality of opportunity, and good relations between persons of different racial groups, and diverse communities. It is guided by a Mission statement: ***'Promoting equality, and community cohesion in Reading'***

The organisation has set itself the following objectives:

1. Challenging all forms of discrimination, bigotry and extremism.

   Acre established a pan-Equalities Alliance to collate information, monitor trends and identify gaps pertaining to inequality in the provision of public services, discrimination in employment; and working in partnership with the relevant authorities to support victims of hate crime.

2. Promoting understanding by engaging with all sections of the Reading society to inform, empower and encourage cooperation and mutual respect between the diverse communities in Reading.

In pursuit of these objectives, Acre provides support services via its Alafia Family Support Team to ethnic minority families caring for children and young adults (0-25) with a disability or additional needs; facilitate engagement and consultation of Minoritised communities by statutory agencies; host events to celebrate the cultural diversity of Reading; developed the Rose Circle (Reading) a forum designed to support women's health and wellbeing; set up a men's support group 'We, Men!' to address health and social matters affecting men in the community; provide infrastructure support for small and underrepresented community organisations to enable them achieve their objectives; and recognize the achievements of individuals or organisations that work towards promoting equality and community cohesion in Reading. The charity has since developed a Community Wellbeing Hub to provide coordinated support to individuals on issues pertaining to health and wellbeing.

Report of the board of Trustees for the year ended 31 March 2024 (continued)

The Board of Trustees continue to oversee the further development of Acre as a substantial contributor to the voluntary and community sectors in Reading, and is now an essential delivery partner for the Reading Borough Council's 'Narrowing the Gap' strategy to tackle poverty and promote inclusion in Reading. In October 2022 the organisation secured 2 separate contracts, lasting 3 years (2022-25) deliver Reading Borough Councils new 'Closing the Gap' community support strategy to (i) provide Infrastructure Support to both settled and emerging community groups. We deliver this by identifying, engaging and supporting community groups to participate in mainstream services and structures; to make their contribution to the development of Reading as a multi-ethnic, multi-faith and multi-cultural society; and (ii) promote Community Resilience by supporting and redirecting individuals to health and wellbeing initiatives – this is delivered by Acre's Community Wellbeing Hub where attendees benefit from services, advice and support from multiple statutory, voluntary and community sector organisations.

Acre works in partnership with other VCS organisations in Reading to raise awareness of issues of concern impacting minoritised/marginalised communities, and the Reading Society in general. Activities have also included raising awareness of culturally based violence against women, including domestic violence against both men and women, Female Genital Mutilation and forced marriage. We have a Men's Group opposed to FGM, and regularly promote awareness of Mental Health and Dementia. We also work with Thames Valley Police (Reading) to promote Community Safety concerns and devise strategies to appropriately respond to Hate Crime. Acre's Alafia Family Support Group provided practical help and support to Ethnic Minority families caring for disabled children and children with additional needs.

Public benefit

Trustees confirm they have given careful consideration to the Charity Commission's general guidance on public benefit when reviewing the organisations aims and objectives, and also when planning work programme for the year. In particular, the Trustees considered how planned activities will contribute towards achieving the organisations aims and objectives. Furthermore, all our services are free to our customers.

Activities undertaken that demonstrates public benefit includes:

A. Facilitating a central body (Equalities Alliance) for promoting equality across the 9 protected characteristics as defined by the Equality Act 2010 and to enable the development of strategies for reducing inequality of access to public services, employment.
B. Hosting a bi-annual Hate Crime Forum, and bi-monthly Hate Crime Case Monitoring meeting involving Community Safety Partners – Thames Valley Police, Reading Borough Council, voluntary and community support organisations and individuals.
C. Developing project initiatives aimed at promoting equality of opportunity and reducing the marginalisation of individuals and communities because of their identity or association with the protected characteristics.
D. Creating the right environment to promote all aspects of community cohesion, empower communities and individuals to collectively engage with decision makers, and to enable them to find common solutions to common problems.

Achievements and performance

Acre continues to grow its reach within minoritised/marginalised communities and has consolidated its position as broker for issues pertaining to equality in Reading. Acre has representation on various strategic bodies in the town including the Reading Voluntary Sector Partnership, Reading Community Safety Partnership (Hate Crime Strategy Group), Youth Justice Board, and various ethnic minority support networks, Thames Valley Police (Reading) Independent Advisory Group & Police Scrutiny Panel, Royal Berkshire Hospital Foundation Trust, and the Thames Valley wide anti-FGM Planning networks. In 2021, Acre, in partnership with community support networks established a community wellbeing hub to address health and wellbeing concerns, especially mental health, loneliness and isolation. Summary of these activities form the basis of an annual report to members, funders and published to the Reading community.

Trustees were diligent in ensuring that the charity operated within its means to achieve its stated objectives.

Report of the board of Trustees for the year ended 31 March 2024 (continued)

Membership

In 2013-14 Acre reviewed and restructured its membership eligibility criteria with the aim of increasing the general membership to include organisations that provide direct support to individuals on the basis of characteristics identified under the Equality Act 2010.

protected characteristics. Membership of the organisation has therefore been steadily increasing following on from the review and now boasts of working with 74 community organisations of varying sizes.

Plans for the future

Acre has set up the Equalities Alliance and Hate Crime Forum which has strong links to the Reading Borough Council's Equality, Diversity & Inclusion strategy, and with Thames Valley Police enabling these statutory bodies to seek views on issues pertaining to equality and community cohesion, or to progress strategic community priorities. Within the Alliance, Acre continues to provide strategic leadership on race, religion and issues pertaining to minoritised communities and positively contributes to the local authorities CtG strategy by providing infrastructure support to, and build resilience of minoritised communities. communities; promote and celebrate the cultural diversity of Reading.

Acre piloted training programmes in Equality & Diversity, and Culturally Tailored Mental Health & Suicide Awareness, is working towards developing such activities that will generate income to support the empowerment of minority communities, developing self-help partnerships and enabling ethnic minority communities to realise their potential. Since its relocation to the Oxford Road Community, Old Battle Hospital site, Acre has intensified engagement with community networks and individuals in the immediate environs that is the multi-ethnic/cultural Battle Ward, West Reading. Furthermore, Acre now manages the ORCC on behalf of the ORCC Partnership; provides meeting spaces at affordable rates, and will continue with its work to stimulate engagement and integration of groups in order to promote community cohesion/good relations between different ethnic minority communities, and the wider Reading Society.

Acre is also developed a 3-year Business Plan which incorporates assessed needs of the Oxford Road community and plans to gradually include additional opportunities and potential services to local residents. The core objectives of the plan are:

Vision: A society that treats its citizens with equality and promotes integrated communities

Mission: To promote equal opportunity for all and community cohesion by offering support And guidance to individuals and organisations.

Values: Respect; Fairness; Equality; Diversity; Inclusion; Empowerment; Education; Awareness; Participation; Trust; Care.

Key Objectives

Promote equality across the nine protected characteristics of Equality:

1. Promote equality issues by developing resources that support the work of the Equalities Alliance in highlighting issues affecting diverse/marginalised communities in Reading.
2. Raise awareness of hate crimes working in partnership with Thames Valley Police Hate Crime unit and the Reading Borough Council Community Safety Partnership.
3. Take full advantage of our new location to expand the Alafia service to reach more families and develop other services as identified by the users of the group
4. Extend the reach and services provided by the Rose Centre, and develop it into a sustainable multi-disciplinary clinic and support centre for survivors of FGM

Promote community cohesion through integration, engagement and empowerment

1. Promote services for young people to encourage their participation in community affairs, and offer them skills to enable them to play their part in the Reading society
2. Support leaders of marginalised communities to develop support networks so individuals are empowered to engage with mainstream networks and services

Report of the board of Trustees for the year ended 31 March 2024 (continued)

3. Provide infrastructure support for small and emerging community groups
4. Diversify the income streams through development of standalone non-funded services that meet the needs of the Community and individuals

In the organisation's calendar of events is an Annual General Meeting in October which is tied in with celebrating Black History Month and Hate Crime & Anti-Slavery Awareness week. The organisation is committed to hosting the following public engagement events annually:

(a) Holocaust Memorial Day – January
(b) UN Zero Tolerance to FGM Day – February
(c) International Women's Day - March
(d) Health Equalities Conference – March
(e) Mental Health Awareness – May & October
(f) Commemorating Windrush arrival – June - November
(g) Black History Awareness - October
(h) International Men's Day - November
(i) Diversity Day - December

These annual events are supplemented with ad hoc meetings for the purpose of informing or engaging public/community and to address issues of concern as they arise. As part of our service contract with Reading Borough Council, we hold bi-monthly Hate Crime Case Monitoring, and bi-annual Hate Crime Forum meetings to make Reading Police and RBC Community Safety team more accountable to the communities we serve. We also organise consultation/focus group meetings to enable statutory and other services to engage with our customers, as well as regular information exchange and advice sessions with community members and individuals.

Financial review

For the financial year in question, 01/04/2023-31/03/2024, total income received was £335,857 (2022-23: £ 286,672) and total expenditure was £230,418 (2022-23: £ 233,455).

Total fund balances at the year-end at 31/03/2024 are £206,495 (2022-23: £101,056) of which £176,981 (2022-23: £73,423) represents restricted funds.

Reading Borough Council was our principal funder.

Reserves Policy

The Trustees aim to maintain free reserves at a level which equates to approximately two to three months of normal operational expenditure.

Statement of Directors Responsibilities

The directors (who are also Trustees of the charity) are responsible for preparing the report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

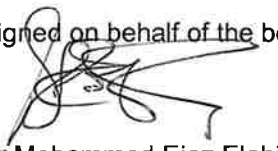
Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the incoming resources and application of resources, including the income and expenditure, of the company for that period. In preparing those financial statements the directors are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. In preparing this report the directors have taken advantage of special provision of the Companies Act 2006 relating to small companies.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Signed on behalf of the board of Trustees:



Dr Mohammed Ejaz Elahi
Director and Chair
03/10/2024

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Reports to the Trustees/members of the Alliance for Cohesion and Racial Equality Ltd on the accounts for the year ended 31 March 2024 set out on pages 2 to 18.

Respective responsibilities of Trustees and examiner

As described on page 10. The Charity's Trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The Trustees are satisfied that the audit requirement of Section 144(1) of the Charities Act 2011 (the Act) does not apply, and that there is no requirement in the governing document or constitution of the Charity for the conducting of an audit. As a consequence, the Trustees have elected that the financial statements be subject to independent examination.

Having satisfied myself that the Charity is not subject to audit, and is eligible for independent examination, it is my responsibility to:

a) Examine the accounts under section 145 of the Act.
b) To follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the Act, and:
c) To state whether matters have come to my attention.

Basis of independent examiner's statement

I conducted my examination in accordance with the General Directions given by the Charity Commissioners for England &Wales in relation to the conducting of an independent examination, referred to above. An independent examination includes a review of the accounting records kept by the Charity and of the accounting systems employed by the Charity and a comparison of the financial statements presented with these records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from you a trustee concerning such matters. The purpose of the examination is to establish as far as possible that there have been no breaches of the Charities legislation and that the financial statements comply with the SORP, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements.

The procedures undertaken do not provide all the evidence that would be required in an audit, and information supplied by the Trustees in the course of the examination is not subjected to audit tests or enquiries, and consequently I do not express an audit opinion on the view given by the financial statements, and in particular, I express no opinion as to whether the financial statements give a true and fair view of the affairs of the charity, and my report is limited to the matters set out in the statement below.

I planned and performed my examination so as to satisfy myself that the objectives of the independent examination are achieved and before finalising the report, I obtain written assurances from the Trustees of all material matters.

Independent examiner's statements

In the course of my examination, no matter has come to my attention.

1. Which gives me reasonable cause to believe that in, any material respect, the Trustees requirements:

- To keep accounting records in accordance with section 386 of the Companies Act 2006; and

- To prepare accounts which accord with the accounting records, comply with the accounting requirement of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of recommended Practice: Accounting and Reporting by Charities have not been met; or

2. To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Bernard Manase:
No 33, 193 Wensley Road,
Reading, RG1 6EA
ACCA

07/10/2024

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

	NOTES	UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL 2024	TOTAL 2023
Income		**£**	**£**	**£**	**£**
Donations and legacies	2	5,991	24,815	30,805	21,731
Charitable activities	3	0	305,052	305,052	264,941
Investments					
Total income		**5,991**	**329,866**	**335,857**	**286,672**
Expenditures					
Charitable activities	5	4,110	226,308	230,418	233,455
Total expenditures		**4,110**	**226,308**	**230,418**	**233,455**
Net income / (expenditures)		**1,881**	**103,558**	**105,439**	**53,217**
Net movement in funds		1,881	103,558	105,439	**53,217**
Reconciliation of funds	14				
Total funds brought forward		**27,633**	**73,423**	**101,056**	**47,839**
Total funds carried forward		**29,513**	**176,981**	**206,495**	**101,056**

Balance sheet as at 31 March 2024

	Notes	Total 2024	Total 2023
Current assets		£	£
Debtors	11	163,484	16,073
Cash at bank	12	68,715	112,067
Total current assets		**232,200**	**128,140**
Liabilities			
Creditors: amount falling due within one year	13	- 25,705	- 27,084
Net current assets		**206,495**	**101,056**
The funds of the charity	14		
Unrestricted			
General reserve		29,513	27,633
Restricted			
General reserve		176,981	73,423
Total Funds		**206,495**	**101,056**

The Notes on pages 09 to 18 form part of these financial statements.

The Company was entitled to exempt 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 Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies' subject to the small companies' regime and in accordance with FRS 102 SORP.

Approved by the Board of Trustees on 03/10/2024

Signed on behalf of the Directors .....

Andrew Kossi Singo (Treasurer and Director)

Company Registration Number 8248195

Notes forming part of the Financial Statements for the year ended 31 March 2024

1. Accounting Policies

Accounting Convention

These financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and with the Charities Act 2011.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £1.

In these financial statements, the charity has applied the exemptions available under SORP (FRS 102) in respect of the following disclosures:

- Cash Flow Statement and related notes

The charity constitutes a public benefit entity as defined by the Charity Commission and FRS 102.

Income recognition policies

Income is included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income from grants and donations are included in income when they are received, except for –

- When donors specify that grants and donations given to the charity must be used in future accounting periods, the income is deferred until those periods
- When donors impose conditions, which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the preconditions have been met.

Expenditure

Expenditure is accounted for on the accrual basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

Creditors
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Depreciation

All assets costing more than £1,200 are capitalised

Tangible fixed assets are depreciated over 3 years on the straight-line basis except in the case of assets held on behalf of specific projects where depreciation is calculated evenly over the life of the project where this is known to be less than 3 years. Depreciation of tangible fixed assets held on behalf of certain projects is allocated to the particular project concerned.

Taxation
The charity is a registered charity and is exempt from corporation tax on the charitable activities.

Funding accounting
Unrestricted funds can be in accordance with the charitable objectives at the discretion of the Trustees.

Restricted funds can only be used for particular restricted purposes with the objectives of the charity. Restrictions arise when specified by the donor or when funds are raised for a particular restricted and specified purpose.

Governance
Governance cost includes the cost of governance arrangements which relate to the general running of the charity. These activities provide the governance infrastructure which allows the charity to operate and generate the information required for public accountability. They include the strategic planning process that contribute to the future development of the charity.

Going concern
As directors we have considered the adequacy of the disclosures made in the financial statements concerning the going of the company. The financial statements have been prepared on a going concern basis, the validity of which depends on future funding being available. The financial statements do not include any adjustments that would result from a failure to obtain funding.

Changes in accounting policy
There has been no change to the accounting policies since last year and no changes to the previous accounts.

2. Donations and legacies

Unrestricted funds	**2024**	**2023**
	£	£
Misc. income	5,991	1,330
Alafia		20
Total	**5,991**	**1,350**
Restricted funds		
Reading Mencap - Alafia	15,475	20,381
Misc. income		
Mayor's Donation	2,300	
Windrush 75	40	
Woodley Players Donation from WT-ACRE	7,000	
Total Funds	**24,815**	**20,381**
Total Funds	**30,805**	**21,731**

3. Income from charitable activities

Unrestricted funds

	2024	2023
	£	£
Windrush Grant (Church Urban)		
RBC Community Research Grant		
HM National Probation Service Funding		
Miscellaneous Income		6,107
NTG Grant		26,667
Total	-	**32,774**
Restricted funds		
High Street Heritage Action Zone (HSHAZ)	1,800	3,200
Windrush - 3G UK	1,650	10,000
Windrush - NHFL	45,701	
Windrush 75	1,347	
CHC	43,944	
CWO	20,000	
Mens Engagement		5,000
British Science Association (BSA)	2,000	
Community Partnership Grant (BUCKS)		25,875
RIB	28,560	
Kickstart (DWP)		11,937
Miscellaneous Income		3,600
Physical Activity Mental Health Project (PAMH)		6,700
RBC Closing the Gap (CtG) - CtG-02	79,967	25,815
RBC Closing the Gap (CtG) - CtG-03	80,083	
RBC Community Research Grant		945
RBC CVC Project		76,316
RVA community funding		60,779
Thames Valley Police		2,000
Total	**305,052**	**232,167**
Total funds	**305,052**	**264,941**

4. Investment Income

All the charity's investment income arises from money held in interest bearing accounts.

5. Analysis of expenditure on charitable activities

	Notes	Unrestricted	Restricted	2024	2023
		£	£	£	£
Staff costs	9	1,698	93,495	95,193	99,004
Travel expenses				-	274
Publications and subscriptions		18	1,019	1,037	556
Premises				-	-
Communications and IT		48	2,669	2,718	4,559
Office costs	7	356	19,577	19,933	15,961
Professional fees		28	1,520	1,548	3,054
Insurance		80	4,429	4,510	3,123
Printing and publicity		4	209	213	5,554
Miscellaneous		169	9,332	9,501	16,630
Activities	10	1,587	87,400	88,987	31,043
Governance costs	6	76	4,206	4,282	50,924
Bank charges		45	2,452	2,496	2,773

TOTAL	**4,110**	**226,308**	**230,418**	**233,455**

6. Analysis of Governance Costs

	Unrestricted £	Restricted £	2024 £	2023 £
Company's House fee	0	26	26	
Consultations	55	3,045	3,100	19,318
Coordination cover			0	22,350
Independent examiner's fees			0	
Other Legal and professional fees	18	988	1,006	1,256
Research work	3	147	150	8,000
Supervision			0	
TOTAL	**76**	**4,206**	**4,282**	**50,924**

7. Analysis of office costs

	2024 £	2023 £
Cleaning	5,872	3,102
Equipment expensed	5,769	4,140
Light and heat	1,449	1,147
Office Refreshments	210	236
Rent	36	1,050
Repairs and maintenance	2,268	1,098
Stationery and printing	2,441	2,238
Postage	21	29
Telephone/Broadband	1,867	2,922
TOTAL	**19,933**	**15,961**

8. Trustee Information

No expenses were paid to Trustees during the year.

9. Employee information

	2024 £	2023 £
Salaries	81,790	84,376
Social security	9,254	9,932
Employer Pensions Contributions	4,149	4,395
Training		300
TOTAL	**95,193**	**99,004**

No employee received remuneration amounting to more than £60,000 in either year.

The charity operates a workplace pension scheme and all contributions paid to and held by Creative Pension Trust.

The average number of full-time employees during the year, calculated on the basis of full-time equivalents was as follows:

2024	2023
2	2

10. Analysis of activities costs.

	Unrestricted	Restricted	2024	2023
Project Activities				20,755
Empowerment & Health BAME Group - Men's Group				2,280
HSHAZ Project	38	2,084	2,122	1,111
NHS Charities (Community hub)				6,448
Oxford Angst Cutting (FGM)				450
ACRE	271	14,922	15,193	0
ALAFIA	70	3,830	3,900	0
CHC	212	11,659	11,870	0
CTG-02	215	11,830	12,045	0
CTG-03	3	148	150	0
Digital Literacy	23	1,242	1,265	0
MISC	19	1,046	1,065	0
NHFL Windrush 75	409	22,526	22,935	0
PAMH	23	1,274	1,297	0
RBC Windrush 75	216	11,905	12,122	0
RIB	85	4,676	4,761	0
TVP Focus Group Mtg	5	257	262	0
TOTAL	**1,587**	**87,400**	**88,987**	**31,043**

11. Debtors

	2024	2023
	£	£
Trade debtors	155,611	8,200
Prepayments	1,550	
Other debtors	6,323	7,873
TOTAL	**163,484**	**16,073**

12. Cash at Bank and in hand

	2024	2023
	£	£
Current Account	65,163	108,514
Deposit Account	3,553	3,553
Cash in Hand	0	0
TOTAL	**68,715**	**112,067**

13. Creditors

	2024	2023
	£	£
Trade Creditors	23,060	18,625
Stakeholder Pension	1,328	1,328
Other Creditors	1,316	4,921
Accruals		2,210
TOTAL	**25,705**	**27,084**

14. Statement of Funds

	At 31 March 2023	Income	Expenditures	Transfers	At 31 March 2024
Unrestricted Funds	£	£	£	£	£
General Reserve	15,010				15,010
HM National Probation Service Funding	5,410				5,410
ORCC (Government Support Scheme)	0				0
Alafia Donations	0				0
Job Retention Scheme (JRS)	0				0
Narrowing the Gap	0				0
Charitable activities	4,388				4,388
Donations and legacies	0				0
Misc. income	11,667	5,991	-4,110		13,548
Increase in general reserves (24,219-913+85)	-23,391				-23,391
Adjusting figure included in expenditures	-54				-54
Training Income	2,251				2,251
RBC Community Research Grant	2,806				2,806
Windrush Grant (Church Urban)	9,546				9,546
Total Unrestricted Funds	**27,633**	**5,991**	**-4,110**		**29,513**
Restricted Funds					
Project Alafia	6,185	15,475	-15,475		6,185
Kickstart (DWP)	3,623		0		3,623
RBC Closing the Gap (CtG) - CtG-02	7,834	79,967	-49,261		38,540
RBC Closing the Gap (CtG) - CtG-03	0	80,083	-49,333		30,751
RBC Community Research Grant	287		0		287
Community Partnership Grant (BUCKS)	7,852		0		7,852
High Street Heritage Action Zone (HSHAZ)	971	1,800	-1,800		971
Physical Activity Mental Health Project (PAMH)	2,033		0		2,033
RBC CVC Project	19,059		0		19,059
RVA community funding	18,444		0		18,444
Windrush Grant (Church Urban)	3,035		0		3,035
Windrush - 3G UK		1,650	-1,650		0
Windrush - NHFL		45,701	-28,152		17,548
Windrush 75		1,387	-1,387		0
British Science Association (BSA)	0	2,000	-2,000		0
CHC	0	43,944	-27,070		16,874
Misc. income	4,100		0		4,100
CWO	0	20,000	-12,320		7,680
RIB	0	28,560	-28,560		0
Mayor's Donation	0	2,300	-2,300		0
Prior year adjustment	0		0		0
Woodley Players Donation from WT-ACRE	0	7,000	-7,000		0
Small Business Grant	0		0		0
Total Restricted Funds	**73,423**	**329,866**	**-226,308**		**176,981**
Total Funds	**101,056**	**335,857**	**-230,418**		**206,495**

Statement of Funds Previous year (2022-2023)

	At 31 March 2022	Income	Expenditures	Transfers	At 31 March 2023
Unrestricted Funds	£	£	£	£	£
General Reserve	15,010				15,010
HM National Probation Service Funding	5,410				5,410
ORCC (Government Support Scheme)	0				0
Alafia Donations	0	20	-20		0
Job Retention Scheme (JRS)	0				0
Narrowing the Gap	0	26,667	-26,667		0
Charitable activities	4,389				4,388
Donations and legacies	0				0
Misc. income	5,332	7,437	-1,101		11,667
Increase in general reserves (24,219-913+85)	-23,391				-23,391
Adjusting figure included in expenditures	-54				-54
Training Income	2,251				2,251
RBC Community Research Grant	2,806				2,806
Windrush Grant (Church Urban)	9,546				9,546
Total Unrestricted Funds	**21,298**	**34,124**	**-27,788**	**0**	**27,633**
Restricted Funds					
Project Alafia	0	20,381	-14,196		6,185
Kick Starter	0	11,937	-8,315		3,623
RBC Closing the Gap (CtG)	0	25,815	-17,981		7,834
RBC Community Research Grant	0	945	-658		287
Community Partnership Grant (BUCKS)	0	25,875	-18,023		7,852
High Street Heritage Action Zone (HSHAZ)	0	3,200	-2,229		971
Physical Activity Mental Health Project (PAMH)	0	6,700	-4,667		2,033
RBC CVC Project	0	76,316	-57,257		19,059
RVA community funding	0	60,779	-42,335		18,444
Windrush Grant (Church Urban)	0	10,000	-6,965		3,035
Active Communities	12,611		-12,611		0
Narrowing the Gap	15,000		-15,000		0
Misc. income	500	3,600			4,100
Gardening Project	1,097		-1,097		0
Thames Valley PCC	4,056	2,000	-6,056		0
Reading Men's Group – (WE MEN)	0	5,000	-5,000		0
Prior year adjustment	22,776		22,776		0
MOJO funding	9,999		-9,999		0
Small Business Grant	6,054		-6,054		0
Total Restricted Funds	**26,541**	**252,548**	**-205,666**		**73,423**
Total Funds	**47,839**	**286,672**	**-233,454**	**0**	**101,056**

Purpose of Unrestricted Funds

The designated funds have been setup to deal with unforeseen circumstances that may require additional expenditure in the future.

General reserves are funds available to be spent for any purpose of the charity.

Reading Borough Council – Accommodation support, rent and rates charity discounts.

Alafia Donations – To help meet the cost of additional Outreach and Short Breaks provision for family and sibling carers.

Fundraising

Acre in addition to making funding bids either solely or in partnership with other voluntary sector partners, has also started raising funds through social activities as a means of augmenting income. Acre employees make presentations, and host training sessions which brings in revenue and donations.

Purpose of Restricted Funds

Big Lottery Community Fund - provided grant aid for 4 years (2020-2024) to Alafia Family Support Service, in partnership with Reading Mencap to help increase the confidence of BAME parent/sibling careers disabled children (0-25) to participate in peer support group, social gatherings, and mild physical exercise including group walks, cycle rides and swimming regardless of cultural or ethnic background; helping to increase a sense of appreciation in parent and sibling carers that an improved quality of life is in their best interest and that of the children for which they have caring responsibilities. The total amount for the 4 years is £80,544.98 received by Acre in quarterly advances. For the year ending 31st March 2024, the amount received and fully expended was £15,474.78.

Closing the Gap – providing initiatives to encourage Community Resilience & Individual support (£79,967); and, Infrastructure Support (£80,083) over a period of three years 2022-2025 to minoritised communities.

National Heritage Lottery Fund – organise a series of activities to celebrate the 75th Anniversary of the arrival of the Empire Windrush in 1948. Recording the experiences, highlighting the contribution, and the lasting legacy of the Windrush Generation to the economic, social, and cultural development of the United Kingdom. Awarded £45,701 for one year from February 2023 -2024.

Limited Liability

The company is a private company limited by Guarantee without share capital. Every member of the company undertakes to contribute to the assets of the company, in the event of the company being wound up while he or she is a member, or within one year after he or she ceases to be a member, such amounts as may be required, not exceeding ten pounds.

16. Connected Charities and Related Parties

The charity is a member of the Oxford Road Community Centre (ORCC) Partnership. The ORCC was run jointly with three other community organisations (Hindu Society, Ramgarhia Shaba & Gujarat Samaj). There are plans to restructure the partnership in 2024 by bringing in other community networks.

Mr. Victor Koroma (Acre Company Secretary and Chief Executive Officer) is a director of the Oxford Road Community Centre, a company limited by guarantee. There is no conflict of interest with Mr. Koroma being a director of the ORCC.

Each partner has guaranteed to contribute to the assets in the event of any unpaid debts should the company become insolvent. Each guarantee is limited to £1 per partner. The Charity is controlled by the partners on the basis of one vote for each director:

Name	Nature of Related party	Transaction Type	Value	Debtors at 31 March 2024
ORCC	Common Control	Staff support & Overheads	£1,200	£1,200
ORCC	Common Control	Sundry Items	£13	-

17. Contingent Liabilities

There is no contingent liabilities or unfulfilled communities to grants as at the balance sheet date.

ALLIANCE FOR COHESION AND RACIAL EQUALITY LTD

England & Wales - Charity number 1149491

Accounts

Company No. 8248195

Charity No. 1149491

ALLIANCE FOR COHESION AND RACIAL EQUALITY LTD

TRUSTEES' REPORT AND UNAUDITED ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

Reference and administrative information

Directors:

Dr Mohammed Ejaz Elahi
Mr Andrew Kossi Singo
Mrs Alice Mpofu-Coles
Mr Glenn Anthony Dennis
Dr Sunila Lobo (Appointed 02/12/2021)
Miss Shreeya Paudel (Appointed 02/12/2021)

Mrs Constance Gooding (Retired 19/09/2022)

Chair: Dr Mohammed Ejaz Elahi

Treasurer Mr Andrew Kossi Singo

Company Secretary: Mr Victor Koroma (Chief Executive Officer)

Other names charity known as: Acre

Registered Office:
Middle Building
344 Oxford Road
Reading
RG30 1AF

Registered Company Number: 8248195

Registered Charity Number: 1149491

Independent Examiner:
Bernard Manase
No 33, 193 Wensley Road,
Reading, RG1 6EA

Bankers:
Co-operative Bank
PO Box 250
Skelmersdale
WN8 6WT

Report of the Board of Trustees for the year ended 31 March 2023

The Board of Trustees present their report and the financial statements for the year ended 31 March 2023.

Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011, the Companies Act 2006, and 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 2015).

Structure, Governance and Management

Governing document

The charity is a company limited by guarantee, incorporated on the 10th October 2012 and registered as a charity on the 25th October 2012. The company was established under a Memorandum of Association, which established the objects and powers of the company and is governed under its Articles of Association.

Directors and Trustees

All the directors of the company are also Trustees of the charity. The Trustees, who held office throughout the year, unless otherwise stated, were as follows:

Dr Mohammed Ejaz Elahi
Mr Andrew Kossi Singo
Mrs Alice Mpofu Coles
Mr Glenn Anthony Dennis
Dr Sunila Lobo (Appointed 02/12/2021)
Miss Shreeya Paudel (Appointed 02/12/2021)

Mrs Constance Gooding (Retired 19/09/2022)

The Board of Trustees meet regularly throughout the year and is comprised of the directors of the company. In addition, the board has set up (Finance and Human) Resources and Business Planning, and a Community Engagement sub-committee to assist the decision-making process.

Recruitment and appointment of directors

Acre is managed by a 6-member Board of Directors/Trustees and all are registered with Companies House and the Charity Commission. At their meeting of 25th June 2013, the 'Board of Directors' agreed to be referred to as a 'Board of Trustees' for reasons of addressing community perception. The organisation allows for up to 10 Trustees so as to increase diversity of representation. In any given year at least one vacancy is left open for potential co-option to the board.

Trustees are recruited on the basis of community representation from the organisation's register of members, and new Trustees appointed on meeting specific skills criteria to enable the organisation improve its reach in order to achieve the key aim of community engagement and empowerment. Expressions of interest are invited from interested parties and the appointments are confirmed after potential candidates have been voted for by the general membership.

The Board of Trustees have collective responsibility for managing the organisation, and are accountable to the members, beneficiaries, and funders of the charity.

Report of the Board of Trustees for the year ended 31 March 2023 (continued)

Retirement from the Board or vacancies otherwise created during the reporting year are mitigated by request for expressions of interest, co-option and subsequent election at the next AGM.

Members eligible for retirement from the Board stand down at the Annual General Meeting and may seek re-election subject to Clause 32 of the Acre Articles of Association or any resolutions passed by the general membership to the contrary. Accession to the Board of Trustees is open to any member of Acre that can make a positive contribution towards achieving the objectives of the organisation.

Risk assessment

The Board of Trustees has been diligent in examining all the strategic and operational risks to which the organisation is susceptible and is pleased to report that systems have been put in place for regular reports to be produced and considered towards reducing real or potential risks. The Trustees have also set up a Business Planning and Resources Sub-committee (comprising of Chair, Deputy Chair, Treasurer, and 1 other Trustee) with delegated powers as a contingency committee that can take emergency action to minimise risks to the business of the organisation.

Following an objective assessment of the operations in relation to financial resources at its disposal, the Trustees are pleased to report that there are no immediate concerns or threats to the operations of the organisation. The Board of Trustees will continuously assess the risk to the organisation and make decisions to avert any perceived risks.

Management and staffing

The day to day running of the charity and delivery of projects is under the control of the Chief Executive Officer (CEO), Victor Koroma and his staff. The CEO reports regularly to the Board of Trustees comprising the individuals noted on page 2.

Objectives and Activities

Acre is a community led infrastructure organisation set up to work towards the elimination of racial discrimination; promote equality of opportunity, and good relations between persons of different racial groups, and diverse communities. It is guided by a Mission statement: ***'Promoting equality, and community cohesion in Reading'***

The organisation has set itself the following objectives:

1. Challenging all forms of discrimination, bigotry and extremism.

   Acre established a pan-Equalities Alliance to collate information, monitor trends and identify gaps pertaining to inequality in the provision of public services, discrimination in employment; and working in partnership with the relevant authorities to support victims of hate crime.

2. Promoting understanding by engaging with all sections of the Reading society to inform, empower and encourage cooperation and mutual respect between the diverse communities in Reading.

In pursuit of these objectives, Acre provides support services via its Alafia Family Support Team to ethnic minority families caring for children and young adults (0-25) with a disability or additional needs; facilitate engagement and consultation of minoritised communities by statutory agencies; host events to celebrate the cultural diversity of Reading; developed the Rose Centre (Reading) to provide support to survivors of FGM (Female Genital Mutilation), and to educate the public as a means of preventing the practice locally; set up a men's support group 'We, Men!' to address health and social matters affecting men in the community; provide infrastructure support for small and underrepresented community organisations to enable them achieve their objectives; and recognize the achievements of individuals or organisations that work towards promoting equality and community cohesion in Reading. The charity has since developed a Community Wellbeing Hub to provide coordinated support to individuals on issues pertaining to health and wellbeing.

Report of the Board of Trustees for the year ended 31 March 2023 (continued)

The Board of Trustees continue to oversee the further development of Acre as a substantial contributor to the voluntary and community sectors in Reading, and is now an essential delivery partner for the Reading Borough Council's 'Narrowing the Gap' strategy to tackle poverty and promote inclusion in Reading. In October 2022 the organisation secured 2 separate contracts from Reading Borough Council's 'Closing the Gap' commissioning strategy to (i) provide Infrastructure Support to both settled and emerging community groups. We deliver this by identifying, engaging and supporting community groups to engage with mainstream services and make their contribution to the development of Reading as a multi-ethnic, multi-faith and multi-cultural society; and (ii) promote Community Resilience by supporting and redirecting individuals to health and wellbeing initiatives – this is delivered by hosting health and wellbeing activities through Acre's Community Wellbeing Hub

Acre works in partnership with other VCS organisations to raise awareness of issues of concern to minoritised/marginalised communities, and of the Reading Society in general. Activities have also included raising awareness of culturally based violence against women, including domestic violence against both men and women, Female Genital Mutilation and forced marriage. We have also set up a Men's Group opposed to FGM, and regularly promote awareness of Mental Health and Dementia. We also work with Thames Valley Police (Reading) to promote Community Safety concerns and devise strategies to appropriately respond to Hate Crime. Acre's Alafia Family Support Group provided practical help and support to Ethnic Minority families caring for disabled children

Public benefit

Trustees confirm they have given careful consideration to the Charity Commission's general guidance on public benefit when reviewing the organisations aims and objectives, and also when planning work programme for the year. In particular, the Trustees considered how planned activities will contribute towards achieving the organisations aims and objectives.

Activities undertaken that demonstrates public benefit includes:

A. Facilitating a central body (Equalities Alliance) for promoting equality across the 9 protected characteristics as defined by the Equality Act 2010 and to enable the development of strategies for reducing inequality of access to public services, employment.
B. Hosting a bi-annual Hate Crime Forum, and bi-monthly Hate Crime Case Monitoring meeting involving Community Safety Partners – Thames Valley Police, Reading Borough Council, Voluntary and Community Support organisations and individuals.
C. Developing project initiatives aimed at promoting equality of opportunity and reducing the marginalisation of individuals and communities because of their identity or association with the protected characteristics.
D. Creating the right environment to promote all aspects of community cohesion, empower communities and individuals to collectively engage with decision makers, and to enable them to find common solutions to common problems.

Achievements and performance

Acre continues to grow its reach within minoritised/marginalised communities and has consolidated its position as broker for issues pertaining to equality in Reading. Acre has representation on various strategic bodies in the town including the Reading Voluntary Sector Partnership, Reading Community Safety Partnership (Hate Crime Strategy Group), Youth Justice Board, and various ethnic minority support networks, Thames Valley Police (Reading) Independent Advisory Group & Police Scrutiny Panel, Thames Valley wide anti-FGM Planning networks, Royal Berkshire Hospital Foundation Trust, and Reading Carers Network. In 2021, Acre, in partnership with community support networks including Utulivu Women's Group & Mojatu Foundation established a community wellbeing hub to address health and wellbeing concerns, especially mental health, loneliness and isolation, Gender Based Violence & Domestic Abuse. Summary of these activities form the basis of an annual report to members, funders and published to the Reading community.

Trustees were diligent in ensuring that the charity operated within its means to achieve its stated objectives.

Membership

In 2013-14 Acre reviewed and restructured its membership eligibility criteria with the aim of increasing the general membership to include organisations that provide direct support to individuals on the basis of their protected characteristics. Membership of the organisation has therefore been steadily increasing following on from the review and now boasts of working with 70 community organisations of varying sizes.

Plans for the future

Acre has set up the Equalities Alliance and Hate Crime Forum which has strong links to the Reading Borough Council's Equality, Diversity & Inclusion Strategy, and with Thames Valley Police enabling these statutory bodies to seek views on issues pertaining to equality and community cohesion, or to progress strategic community priorities. Within the Alliance, Acre continues to provide strategic leadership on race, religion and issues pertaining to minoritised communities and positively contributes to the NTG – Tackling Poverty Strategy to help reduce inequality of access to support services and opportunities, create more capable communities; promote and celebrate the cultural diversity of Reading.

Acre piloted training programmes in Equality & Diversity, and Culturally Tailored Mental Health & Suicide Awareness, is working towards developing such activities that will generate income to support the empowerment of minority communities, developing self-help partnerships and enabling ethnic minority communities to realise their potential. Since its relocation to the Oxford Road Community, Old Battle Hospital site, Acre has intensified engagement with community networks and individuals in the immediate environs that is the multi-ethnic/cultural Battle Ward, West Reading. Furthermore, Acre now manages the ORCC on behalf of the ORCC Partnership; provides meeting spaces at affordable rates, and will continue with its work to stimulate engagement and integration of groups in order to promote community cohesion/good relations between different ethnic minority communities, and the wider Reading Society. Acre signed up to the DWP Kick Start programme and provided work placement opportunity for 3 people, and went on to retain one person.

Acre has also developed a 3-year Business Plan which incorporates assessed needs of the Oxford Road community and plans to gradually include additional opportunities and potential services to local residents. The core objectives of the plan are:

Vision: A society that treats its citizens with equality and promotes integrated communities

Mission: To promote equal opportunity for all and community cohesion by offering support and guidance to individuals and organisations.

Values: Respect; Fairness; Equality; Diversity; Inclusion; Empowerment; Education; Awareness; Participation; Trust; Care.

Key Objectives

Promote equality across the nine protected characteristics of Equality:

1. Promote equality issues by developing resources that support the work of the Equalities Alliance in highlighting issues affecting diverse/marginalised communities in Reading.
2. Raise awareness of hate crimes working in partnership with Thames Valley Police Hate Crime unit and the Reading Borough Council Community Safety Partnership.
3. Take full advantage of our new location to expand the Alafia service to reach more families and develop other services as identified by the users of the group
4. Extend the reach and services provided by the Rose Centre, and develop it into a sustainable multi-disciplinary clinic and support centre for survivors of FGM

Promote community cohesion through integration, engagement and empowerment

1. Promote services for young people to encourage their participation in community affairs, and offer them skills to enable them to play their part in the Reading society
2. Support leaders of marginalised communities to develop support networks so individuals are empowered to engage with mainstream networks and services

3. Provide infrastructure support for small and emerging community groups
4. Diversify the income streams through development of standalone non-funded services that meet the needs of the Community and individuals

In the organisation's calendar of events is an Annual General Meeting in October which is tied in with celebrating Black History Month and Hate Crime & Anti-Slavery Awareness week. The organisation is committed to hosting the following public engagement events annually:

(a) Holocaust Memorial Day – January
(b) UN Zero Tolerance to FGM Day – February
(c) International Women's Day - March
(d) Health Equalities Conference – March
(e) Mental Health Awareness – May & October
(f) Commemorating Windrush arrival – June - November
(g) Black History Awareness - October
(h) International Men's Day - November
(i) Diversity Day - December

These annual events are supplemented with ad hoc meetings for the purpose of informing or engaging public/community and to address issues of concern as they arise. As part of our service contract with Reading Borough Council, we hold quarterly Hate Crime Case Monitoring group, and bi-annual Hate Crime Forum meetings to make Reading Police and RBC Community Safety team more accountable to the communities we serve. We also organise consultation/focus group meetings to enable statutory and other services to engage with our customers, as well as regular information exchange and advice sessions with community members and individuals.

Financial review

For the financial year in question, 2022-2023, total income received was £286,672 (compared to 2021-2022: £139,759) and total expenditure was £233,455 (compared to 2021-2022: £142,111).

Total fund balances at the year-end (31 March 2023) are £101,056 (2021-22: £47,839) of which £73,423 (2021-22: £26,541) represents restricted funds.

Reading Borough Council was our principal funder.

Reserves Policy

The Trustees aim to maintain free reserves at a level which equates to approximately two to three months of normal operational expenditure.

Statement of Directors Responsibilities

The directors (who are also Trustees of the charity) are responsible for preparing the report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the incoming resources and application of resources, including the income and expenditure, of the company for that period. In preparing those financial statements the directors are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. In preparing this report the directors have taken advantage of special provision of the Companies Act 2006 relating to small companies.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Signed on behalf of the board of Trustees:



Dr Mohammed Ejaz Elahi
Director and Chair
04/10/2023

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Reports to the Trustees/members of the Alliance for cohesion and racial equality Ltd on the accounts for the year ended 31 March 2023 set out on pages 2 to 17.

Respective responsibilities of Trustees and examiner

As describes on page 2. The Charity's Trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The Trustees are satisfied that the audit requirement of Section 144(1) of the Charities Act 2011 (the Act) does not apply, and that there is no requirement in the governing document or constitution of the Charity for the conducting of an audit. As a consequence, the Trustees have elected that the financial statements be subject to independent examination.
Having satisfied myself that the Charity is not subject to audit, and is eligible for independent examination, it is my responsibility to:

a) Examine the accounts under section 145 of the Act.
b) To follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the Act, and:
c) To state whether matters have come to my attention.

Basis of independent examiner's statement

I conducted my examination in accordance with the General Directions given by the Charity Commissioners for England & Wales in relation to the conducting of an independent examination, referred to above. An independent examination includes a review of the accounting records kept by the Charity and of the accounting systems employed by the Charity and a comparison of the financial statements presented with these records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from you a trustee concerning such matters. The purpose of the examination is to establish as far as possible that there have been no breaches of the Charities legislation and that the financial statements comply with the SORP, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements.

The procedures undertaken do not provide all the evidence that would be required in an audit, and information supplied by the Trustees in the course of the examination is not subjected to audit tests or enquiries, and consequently I do not express an audit opinion on the view given by the financial statements, and in particular, I express no opinion as to whether the financial statements give a true and fair view of the affairs of the charity, and my report is limited to the matters set out in the statement below.

I planned and performed my examination so as to satisfy myself that the objectives of the independent examination are achieved and before finalising the report, I obtain written assurances from the Trustees of all material matters.

Independent examiner's statements
In the course of my examination, no matter has come to my attention.

1. Which gives me reasonable cause to believe that in, any material respect, the Trustees requirements:
- To keep accounting records in accordance with section 386 of the Companies Act 2006; and
- To prepare accounts which accord with the accounting records, comply with the accounting requirement of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of recommended Practice: Accounting and Reporting by Charities have not been met; or

2. To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Bernard Manase:
No 33, 193 Wensley Road,
Reading, RG1 6EA
ACCA

Statement of Financial Activities for the year ended 31 March 2023

	NOTES	UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL 2023	TOTAL 2022
Income		£	£	£	£
Donations and legacies	2	1,350	20,381	21,731	28,272
Charitable activities	3	32,774	232,167	264,941	111,487
Investments					
Total income		**34,124**	**252,548**	**286,672**	**139,759**
Expenditures					
Charitable activities	5	27,789	205,666	233,455	142,111
Total expenditures		**27,789**	**205,666**	**233,455**	**142,111**
Net income / expenditures		**6,335**	**46,882**	**53,217**	**- 2,352**
Prior year adjustment					- 22,776
Net movement in funds		6,335	46,882	53,217	**- 25,127**
Reconciliation of funds	14				
Total funds brought forward		**21,298**	**26,541**	**47,839**	**72,967**
Total funds carried forward		**27,633**	**73,423**	**101,056**	**47,839**

Balance sheet as at 31 March 2023

	Notes	Total 2023	Total 2022
Current assets		£	£
Debtors	11	16,073	18,094
Cash at bank	12	112,067	50,756
Total current assets		**128,140**	**68,851**
Liabilities			
Creditors: amount falling due within one year	13	- 27,084	- 21,011
Net current assets		**101,056**	**47,839**
The funds of the charity	14		
Unrestricted			
General reserve		27,633	21,298
Restricted			
General reserve		73,423	26,541
Total Funds		**101,056**	**47,839**

The Notes on pages 10 to 17 form part of these financial statements.

The Company was entitled to exempt 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 Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies' subject to the small companies' regime and in accordance with FRS 102 SORP.

Approved by the Board of Trustees on 04/10/2023

Signed on behalf of the Directors .....

Andrew Kossi Singo (Treasurer and Director)

Company Registration Number 8248195

Notes forming part of the Financial Statements for the year ended 31 March 2023

1. Accounting Policies

Accounting Convention

These financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and with the Charities Act 2011.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £1.

In these financial statements, the charity has applied the exemptions available under SORP (FRS 102) in respect of the following disclosures:

- Cash Flow Statement and related notes

The charity constitutes a public benefit entity as defined by the Charity Commission and FRS 102.

Income recognition policies

Income is included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income from grants and donations are included in income when they are received, except for –

- When donors specify that grants and donations given to the charity must be used in future accounting periods, the income is deferred until those periods

- When donors impose conditions, which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the preconditions have been met.

Expenditure
Expenditure is accounted for on the accrual basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

Creditors
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Depreciation
All assets costing more than £1,200 are capitalised

Tangible fixed assets are depreciated over 3 years on the straight-line basis except in the case of assets held on behalf of specific projects where depreciation is calculated evenly over the life of the project where this is known to be less than 3 years. Depreciation of tangible fixed assets held on behalf of certain projects is allocated to the particular project concerned.

Taxation
The charity is a registered charity and is exempt from corporation tax on the charitable activities.

Funding accounting
Unrestricted funds can be in accordance with the charitable objectives at the discretion of the Trustees.

Restricted funds can only be used for particular restricted purposes with the objectives of the charity. Restrictions arise when specified by the donor or when funds are raised for a particular restricted and specified purpose.

Governance
Governance cost includes the cost of governance arrangements which relate to the general running of the charity. These activities provide the governance infrastructure which allows the charity to operate and generate the information required for public accountability. They include the strategic planning process that contribute to the future development of the charity.

Going concern
As directors we have considered the adequacy of the disclosures made in the financial statements concerning the going of the company. The financial statements have been prepared on a going concern basis, the validity of which depends on future funding being available. The financial statements do not include any adjustments that would result from a failure to obtain funding.

Changes in accounting policy
There has been no change to the accounting policies since last year and no changes to the previous accounts.

2. Donations and legacies

Unrestricted funds	2023	2022
	£	£
Misc. income	1,330	1,230
Alafia	20	
Total	**1,350**	**1,230**
Restricted funds		
Reading Mencap – Alafia	20,381	20,401
Misc. income		500
Community Mental Health Project		6,142
Total Funds	**20,381**	**27,042**
Total Funds	**21,731**	**28,272**

3. Income from charitable activities

Unrestricted funds

	2023	2022
	£	£
Windrush Grant (Church Urban)		9,546
RBC Community Research Grant		2,806
HM National Probation Service Funding		5,410
Miscellaneous Income	6,107	4101
NTG Grant	26,667	
Total	**32,774**	**21,863**
Restricted funds		
High Street Heritage Action Zone (HSHAZ)	3,200	
Windrush Grant (Church Urban)	10,000	
Men's Engagement	5,000	616
Job Retention Scheme (JRS)		4,403
Narrowing the Gap - Reading Borough Council		40,000
Community Partnership Grant (BUCKS)	25,875	25,875
Gardening Project		600
DWP Kick Start Scheme	11,937	18,129
Miscellaneous Income	3,600	
Physical Activity Mental Health Project (PAMH)	6,700	
RBC Closing the Gap (CtG)	25,815	
RBC Community Research Grant	945	
RBC CVC Project	76,316	
RVA community funding	60,779	
Thames Valley Police	2,000	
Total	**232,167**	**89,623**
Total funds	**264,940**	**111,487**

4. Investment Income

All the charity's investment income arises from money held in interest bearing accounts.

5. Analysis of expenditure on charitable activities

	Notes	Unrestricted £	Restricted £	2023 £	2022 £
Staff costs	9	11,785	87,219	99,004	80,250
Travel expenses		33	241	274	794
Publications and subscriptions		66	490	556	870
Communications and IT		543	4,016	4,559	3,132
Office costs	7	1,900	14,061	15,961	17,811
Professional fees		364	2,690	3,054	3,516
Insurance		372	2,751	3,123	3,063
Printing and publicity		661	4,893	5,554	946
Miscellaneous		1,980	14,651	16,630	2,261
Activities	10	3,695	27,348	31,043	14,846
Governance costs	6	6,062	44,862	50,924	9,170
Bank charges		330	2,443	2,773	3,068
Telephone and fax				-	2,383
TOTAL		**27,789**	**205,666**	**233,455**	**142,111**

6. Analysis of Governance Costs

	Unrestricted £	Restricted £	2023 £	2022 £
Company's House fee				26
Consultations	2,299	17,019	19,318	300
Coordination cover	2,660	19,690	22,350	5,068
Independent examiner's fees				250
Other Legal and professional fees	150	1,107	1,256	1,006
Research work	952	7,048	8,000	1,848
Supervision				672
TOTAL	**6,062**	**44,862**	**50,924**	**9,170**

7. Analysis of office costs

	2023 £	2022 £
Cleaning	3,102	2,628
Equipment expensed	4,140	1,439
Light and heat	1,147	1,917
Office Refreshments	236	1,256
Rates		118
Rent	1,050	5,635
Repairs and maintenance	1,098	4,818
Stationery and printing	2,238	
Postage	29	
Telephone and fax	2,922	
TOTAL	**15,961**	**17,811**

8. Trustee Information

No expenses were paid to Trustees during the year.

9. Employee information

	£	£
Salaries	84,376	66,601
Social security	9,932	7,561
Employer Pensions Contributions	4,395	3,338
CRB Checks		0
Training	300	2,750
TOTAL	**99,004**	**80,250**

No employee received remuneration amounting to more than £60,000 in either year

The charity operates a workplace pension scheme and all contributions paid to and held by Creative Pension Trust.

The average number of full-time employees during the year, calculated on the basis of full-time equivalents was as follows:

	2023	2022
	2	2

10. Analysis of activities costs.

	Unrestricted	Restricted	2023	2022
Project Activities	2,470	18,284	20,755	5,286
Empowerment & Health BAME Men's Group	271	2,009	2,280	0
HSHAZ Project.	132	979	1,111	0
NHS Charities (Community hub)	768	5,680	6,448	0
Oxford Against Cutting (FGM)	54	396	450	0
TOTAL	**3,695**	**27,348**	**31,043**	**5,286**

11. `Debtors

	2023	2022
	£	£
Trade debtors	8,200	10,221
Prepayments		1,550
Other debtors	7,873	6,323
TOTAL	**16,073**	**18,094**

12. Cash at Bank and in hand

	2023	2022
	£	£
Current Account	108,514	47,204
Deposit Account	3,553	3,553
Cash in Hand	0	0
TOTAL	**112,067**	**50,756**

13. Creditors

	2023	2022
	£	£
Trade Creditors	18,625	15,204
Stakeholder Pension	1,328	1,000
Other Creditors	4,921	2,597
Accruals	2,210	2,210
TOTAL	**27,084**	**21,011**

14. Statement of Funds

	At 31 March 2022	Income	Expenditures	Transfers	At 31 March 2023
Unrestricted Funds	£	£	£	£	£
General Reserve	15,010				15,010
HM National Probation Service Funding	5,410				5,410
ORCC (Government Support Scheme)	0				0
Alafia Donations	0	20	-20		0
Job Retention Scheme (JRS)	0				0
Narrowing the Gap	0	26,667	-26,667		0
Charitable activities	4,389				4,388
Donations and legacies	0				0
Misc. income	5,332	7,437	-1,101		11,667
Increase in general reserves (24,219-913+85)	-23,391				-23,391
Adjusting figure included in expenditures	-54				-54
Training Income	2,251				2,251
RBC Community Research Grant	2,806				2,806
Windrush Grant (Church Urban)	9,546				9,546
Total Unrestricted Funds	**21,298**	**34,124**	**-27,788**	**0**	**27,633**
Restricted Funds					
Project Alafia	0	20,381	-14,196		6,185
DWP Kick Start Scheme	0	11,937	-8,315		3,623
RBC Closing the Gap (CtG)	0	25,815	-17,981		7,834
RBC Community Research Grant	0	945	-658		287
Community Partnership Grant (BUCKS)	0	25,875	-18,023		7,852
High Street Heritage Action Zone (HSHAZ)	0	3,200	-2,229		971
Physical Activity Mental Health Project (PAMH)	0	6,700	-4,667		2,033
RBC CVC Project	0	76,316	-57,257		19,059
RVA community funding	0	60,779	-42,335		18,444
Windrush Grant (Church Urban)	0	10,000	-6,965		3,035
Active Communities	12,611		-12,611		0
Narrowing the Gap	15,000		-15,000		0
Misc. income	500	3,600			4,100
Gardening Project	1,097		-1,097		0
Thames Valley PCC	4,056	2,000	-6,056		0
Reading Men's Group – (WE MEN)	0	5,000	-5,000		0
Prior year adjustment	-22,776		22,776		0
MOJ funding	9,999		-9,999		0
Small Business Grant	6,054		-6,054		0
Total Restricted Funds	**26,541**	**252,548**	**-205,666**		**73,423**
Total Funds	**47,839**	**286,672**	**-233,454**	**0**	**101,056**

Statement of Funds Previous year (2021-2022)

Unrestricted Funds	At 31 March 2021 £	Income £	Expenditures £	Transfers £	At 31 March 2022 £
General Reserve	16,677		-1,667		15,010
HM National Probation Service Funding	0	5,410			5,410
ORCC (Government Support Scheme)	0				0
Alafia Donations	0				0
Job Retention Scheme (JRS)	0				0
Narrowing the Gap	23,778		-23,778		0
Charitable activities	4,390				4,389
Donations and legacies	0				0
Misc. income	0	5,332			5,332
Increase in general reserves (24,219-913+85)	-23,391				-23,391
Adjusting figure included in expenditures	-54				-54
Training Income	2,251				2,251
RBC Community Research Grant	0	2,806			2,806
Windrush Grant (Church Urban)	0	9,546			9,546
Total Unrestricted Funds	**23,650**	**23,093**	**-25,445**	**0**	**21,298**
Restricted Funds					
Project Alafia	1,664	20,401	-22,065		0
DWP Kick Start Scheme	0	18,129	-18,129		0
Community Partnership Grant (BUCKS)	0	25,875	-25,875		0
Community Wellbeing Hub	0	6,142	-6,142		0
Job Retention Scheme (JRS)	0	4,403	-4,403		0
Active Communities	22,611		-10,000		12,611
Narrowing the Gap	0	40,000	-25,000		15,000
Misc. income	0	500			500
Gardening Project	4,933	600	-4,436		1,097
Thames Valley PCC	4,056				4,056
Reading Men's Group – (WE MEN)	0	616	-616		0
Prior year adjustment	0				-22,776
MOJ funding	9,999				9,999
Small Business Grant	6,054				6,054
Total Restricted Funds	**49,317**	**116,666**	**-116,666**		**26,541**
Total Funds	**72,967**	**139,759**	**-142,111**	**0**	**47,839**

Purpose of Unrestricted Funds

The designated funds have been setup to deal with unforeseen circumstances that may require additional expenditure in the future.

General reserves are funds available to be spent for any purpose of the charity.

Reading Borough Council – Accommodation support, rent and rates charity discounts.

Narrowing the Gap – To provide support for marginalised communities in Reading.

Alafia Donations – To help meet the cost of additional Outreach and Short Breaks provision for family and sibling carers.

Rose Centre FGM Donations – Money received to support survivors of FGM.

Fundraising

Acre in addition to making funding bids either solely or in partnership with other voluntary sector partners, has also started raising funds through social activities as a means of augmenting income. Acre employees make presentations, and host training sessions which brings in revenue and donations.

Purpose of Restricted Funds

Big Lottery Community Fund - provided grant aid for 4 years (2020-2024) to Alafia Family Support Service, in partnership with Reading Mencap to help increase the confidence of BAME parent/sibling carers disabled children (0-25) to participate in peer support group, social gatherings, and mild physical exercise including group walks, cycle rides and swimming regardless of cultural or ethnic background; helping to increase a sense of appreciation in parent and sibling carers that an improved quality of life is in their best interest and that of the children for which they have caring responsibilities. The total amount for the 4 years is £80,544.98 received by Acre in quarterly advances. For the year ending 31st March 2023, the amount received and fully expended was £ 20,381.

Community Wellbeing Hub: funded for one year by NHS Charities [£51, 750 – spanning two financial years 2021-22 & 2022-23] to:

1. Provide a safe space for Reading residents especially from the BAME community to attend and meet with others; have discussions about health and wellbeing; access help and support to address needs.
2. **Train 25 Community Champions** from diverse communities to build confidence, resilience in community representation, and enabling them to advocate on behalf of their communities:
3. **Media Platform:** to provide marginalised community groups with a voice to promote values, news, views, and activities of their respective communities.

16. Limited Liability

The company is a private company limited by Guarantee without share capital. Every member of the company undertakes to contribute to the assets of the company, in the event of the company being wound up while he or she is a member, or within one year after he or she ceases to be a member, such amounts as may be required, not exceeding ten pounds.

17. Connected Charities and Related Parties

The charity is a member of the Oxford Road Community Centre (ORCC) Partnership. The ORCC was run jointly with three other community organisations (Hindu Society, Ramgarhia Shaba & Gujarat Samaj) but there are plans to restructure the partnership by bringing in other community networks.
Mr. Victor Koroma (Acre Company Secretary and General Manager) is a director of the Oxford Road Community Centre, a company limited by guarantee. There is no conflict of interest with Mr. Koroma being a director of the ORCC.

Each partner has guaranteed to contribute to the assets in the event of any unpaid debts should the company become insolvent. Each guarantee is limited to £1 per partner. The Charity is controlled by the partners on the basis of one vote for each director:

Name	Nature of Related party	Transaction Type	Value	Debtors at 31 March 2023
ORCC	Common Control	Staff support & Overheads	£1,200	£1,200
ORCC	Common Control	Sundry Items	£13	-

18. Contingent Liabilities

There is no contingent liabilities or unfulfilled communities to grants as at the balance sheet date.

ALLIANCE FOR COHESION AND RACIAL EQUALITY LTD

England & Wales - Charity number 1149491

Accounts

Company No. 8248195

Charity No. 1149491

ALLIANCE FOR COHESION AND RACIAL EQUALITY LTD

TRUSTEES' REPORT AND UNAUDITED ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2022

Reference and administrative information

Directors:

Dr Mohammed Ejaz Elahi
Mr Andrew Kossi Singo
Mrs Constance Gooding
Mrs Alice Mpofu-Coles
Mr Glen Anthony Dennis
Dr Sunila Lobo (Appointed 02/12/2021)
Miss Shreeya Paudel (Appointed 02/12/2021)

Mr James Mwaniki Mugo (Retired 02/12/2021)
Dr Ruth Mary Clare Evans (Retired 02/12/2021)

Chair: Dr Mohammed Ejaz Elahi

Treasurer Mr Andrew Kossi Singo

Company Secretary: Mr Victor Koroma

Other names charity known as: Acre

Registered Office:
Middle Building
344 Oxford Road
Reading
RG30 1AF

Registered Company Number: 8248195

Registered Charity Number: 1149491

Independent Examiner:
Bernard Manase
No 33, 193 Wensley Road,
Reading, RG1 6EA

Bankers:
Co-operative Bank
PO Box 250
Skelmersdale
WN8 6WT

Report of the board of Trustees for the year ended 31 March 2022

The Board of Trustees present their report and the financial statements for the year ended 31 March 2022.

Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011, the Companies Act 2006, and 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 2015).

Structure, Governance and Management

Governing document

The charity is a company limited by guarantee, incorporated on the 10th October 2012 and registered as a charity on the 25th October 2012. The company was established under a Memorandum of Association, which established the objects and powers of the company and is governed under its Articles of Association.

Directors and Trustees

All the directors of the company are also Trustees of the charity. The Trustees, who held office throughout the year, unless otherwise stated, were as follows:

Dr Mohammed Ejaz Elahi
Mr Andrew Kossi Singo
Mrs Constance Gooding
Mrs Alice Mpofu Coles
Mr Glen Anthony Dennis
Dr Sunila Lobo (Appointed 02/12/2021)
Miss Shreeya Paudel (Appointed 02/12/2021)

Mr James Mwaniki Mugo (Retired 02/12/2021)
Dr Ruth Mary Clare Evans (Retired 02/12/2021)

The Board of Trustees meet regularly throughout the year and is comprised of the directors of the company. In addition, the board has set up (Finance and Human) Resources and Business Planning, and a Community Engagement sub-committee to assist the decision-making process.

Recruitment and appointment of directors
Acre is managed by a 7-member Board of Directors/Trustees and all are registered with Companies House and the Charity Commission. The seventh member was co-opted to the board and will be presented to the general membership for election to the board. At their meeting of 25th June 2013, the 'Board of Directors' agreed to be referred to as a 'Board of Trustees' for reasons of addressing community perception, and that the number of representatives is increased to 10. In any given year at least one vacancy is left open for potential co-option to the board.

The Board of Trustees have collective responsibility for managing the organisation, and are accountable to the members, beneficiaries, and funders of the charity.

The current Board is made up of 7 individuals representing different sections of the Reading Society. 2 Trustees stood down, and 2 Trustees who had been co-opted were duly elected as Trustees by the membership at the AGM on 2 December 2021.

Trustees are recruited on the basis of community representation from the organisation's register of members, and new Trustees appointed on meeting specific skills criteria to enable the organisation improve its reach in order to achieve the key aim of community engagement and empowerment. Expressions of interest are invited from interested parties and the appointments are confirmed after potential candidates have been voted for by the general membership.

Report of the board of Trustees for the year ended 31 March 2022 (continued)

Retirement from the Board or vacancies otherwise created during the reporting year are mitigated by request for expressions of interest, co-option and subsequent election at the next AGM.

Members eligible for retirement from the board stand down at the Annual General Meeting and may seek re-election subject to Clause 32 of the Acre Articles of Association or any resolutions passed by the general membership to the contrary. Accession to the Board of Trustees is open to any member of Acre that can make a positive contribution towards achieving the objectives of the organisation.

Risk assessment

The Board of Trustees has been diligent in examining all the strategic and operational risks to which the organisation is susceptible and is pleased to report that systems have been put in place for regular reports to be produced and considered towards reducing real or potential risks. The Trustees have also set up a Business Planning and Resources Sub-committee (comprising of Chair, Deputy Chair, Treasurer, and 1 other Trustee) with delegated powers as a contingency committee that can take emergency action to minimise risks to the business of the organisation.

Following an objective assessment of the operations in relation to financial resources at its disposal, the Trustees are pleased to report that there are no immediate concerns or threats to the operations of the organisation. The Board of Trustees will continuously assess the risk to the organisation and make decisions to avert any perceived risks.

Management and staffing

The day to day running of the charity and delivery of projects is under the control of the Chief Executive Officer, Victor Koroma and his staff. The CEO reports regularly to the Board of Trustees comprising the individuals noted on page 2.

Objectives and Activities

Acre is a community led infrastructure organisation set up to work towards the elimination of racial discrimination; promote equality of opportunity, and good relations between persons of different racial groups, and diverse communities. It is guided by a Mission statement: ***'Promoting equality, and community cohesion in Reading'***

The organisation has set itself the following objectives:

1. Challenging all forms of discrimination, bigotry and extremism.

   Acre has established a pan-Equalities Alliance to collate information, monitor trends and identify gaps pertaining to inequality in the provision of public services, discrimination in employment; and working in partnership with the relevant authorities to support victims of hate crime.

2. Promoting understanding by engaging with all sections of the Reading society to inform, empower and encourage cooperation and mutual respect between the diverse communities in Reading.

In pursuit of these objectives, Acre provides support services via its Alafia Family Support Team to ethnic minority families caring for children and young adults (0-25) with a disability or additional needs; facilitate engagement and consultation of Minoritised communities by statutory agencies; host events to celebrate the cultural diversity of Reading; developed the Rose Centre (Reading) to provide support to survivors of FGM (Female Genital Mutilation), and to educate the public as a means of preventing the practice locally; set up a men's support group 'We, Men!' to address health and social matters affecting men in the community; provide infrastructure support for small and underrepresented community organisations to enable them achieve their objectives; and recognize the achievements of individuals or organisations that work towards promoting equality and community cohesion in Reading. The charity has since developed a Community Wellbeing Hub to provide coordinated support to individuals on issues pertaining to health and wellbeing.

Report of the board of Trustees for the year ended 31 March 2022 (continued)

The Board of Trustees continue to oversee the further development of Acre as a substantial contributor to the voluntary and community sectors in Reading, and is now an essential delivery partner for the Reading Borough Council's 'Narrowing the Gap' strategy to tackle poverty and promote inclusion in Reading. In April 2018 the organisation secured a further 4 Year Funding Agreement with RBC to deliver the council's 'Narrowing the Gap' anti-poverty strategy: 2.3 – Support for Marginalised Communities'. This required providing infrastructure support to the pan-Equalities Alliance; regularly hosting conferences and outreach activities in partnership with VCS partners to raise awareness of issues of concern to Ethnic Minority communities, and the Reading Society in general. Activities have also included raising awareness of culturally based violence against women, including domestic violence, Female Genital Mutilation and forced marriage. We have also set up a Men's Group opposed to FGM, Mental Health and Dementia, Community Safety concerns and response to Hate Crime. Acre regularly holds engagement activities with Ethnic Minority families caring for disabled children

Public benefit

Trustees confirm they have given careful consideration to the Charity Commission's general guidance on public benefit when reviewing the organisations aims and objectives, and also when planning work programme for the year. In particular, the Trustees considered how planned activities will contribute towards achieving the organisations aims and objectives.

Activities undertaken that demonstrates public benefit includes:

A. Creating a central body (Equalities Alliance) for promoting equality across the 9 protected characteristics as defined by the Equality Act 2010 and to enable the development of strategies for reducing inequality of access to public services, employment.
B. Hosting a bi-annual Hate Crime Forum, and bi-monthly Hate Crime Case Monitoring meeting involving Community Safety Partners – Thames Valley Police, Reading Borough Council, voluntary and community support organisations and individuals.
C. Developing project initiatives aimed at promoting equality of opportunity and reducing the marginalisation of individuals and communities because of their identity or association with the protected characteristics.
D. Creating the right environment to promote all aspects of community cohesion, empower communities and individuals to collectively engage with decision makers, and to enable them to find common solutions to common problems.

Achievements and performance

Acre has completed another year of operations during which time consolidated its position as broker for issues pertaining to equality in Reading; has representation on various strategic bodies in the town including the Reading Voluntary Sector Partnership, Reading Community Safety Partnership (Hate Crime Strategy Group), various ethnic minority support networks, Thames Valley Police (Reading) Independent Advisory Group & Police Scrutiny Panel, Royal Berkshire Hospital Foundation Trust, and the Thames Valley wide anti-FGM Planning networks. In 2021, Acre, in partnership with community support networks established a community wellbeing hub to address health and wellbeing concerns, especially mental health, loneliness and isolation. Summary of these activities form the basis of an annual report to members, funders and published to the Reading community.

In 2013-14 Acre reviewed and restructured its membership eligibility criteria with the aim of increasing the general membership to include organisations that provide direct support to individuals on the basis of their protected characteristics. Membership of the organisation has therefore been steadily increasing following on from the review.

Trustees were diligent in ensuring that the charity operated within its means to achieve its stated objectives.

Plans for the future

Acre has set up the Equalities Alliance and Hate Crime Forum which has strong links to the Reading Borough Council's 'Narrowing the Gap' [NTG] partnership and Thames Valley Police enabling these statutory bodies to seek views on issues pertaining to equality and community cohesion, or to progress strategic community priorities. Within the Alliance, Acre continues to provide strategic leadership on race,

Report of the board of Trustees for the year ended 31 March 2022 (continued)

religion and issues pertaining to minoritised communities and positively contributes to the NTG – Tackling Poverty' Strategy to help reduce inequality of access to support services and opportunities, create more capable communities; promote and celebrate the cultural diversity of Reading.

Acre piloted training programmes in Equality & Diversity, and Culturally Tailored Mental Health & Suicide Awareness, is working towards developing such activities that will generate income to support the empowerment of minority communities, developing self-help partnerships and enabling ethnic minority communities to realise their potential. Since its relocation to the Oxford Road Community, Old Battle Hospital site, Acre has intensified engagement with community networks and individuals in the immediate environs that is the multi-ethnic/cultural Battle Ward, West Reading. Furthermore, Acre now manages the ORCC on behalf of the ORCC Partnership; provides meeting spaces at affordable rates, and will continue with its work to stimulate engagement and integration of groups in order to promote community cohesion/good relations between different ethnic minority communities, and the wider Reading Society.

Acre is also developed a 3-year Business Plan which incorporates assessed needs of the Oxford Road community and plans to gradually include additional opportunities and potential services to local residents. The core objectives of the plan are:

Vision: A society that treats its citizens with equality and promotes integrated communities

Mission: To promote equal opportunity for all and community cohesion by offering support And guidance to individuals and organisations.

Values: Respect; Fairness; Equality; Diversity; Inclusion; Empowerment; Education; Awareness; Participation; Trust; Care.

Key Objectives

Promote equality across the nine protected characteristics of Equality:

1. Promote equality issues by developing resources that support the work of the Equalities Alliance in highlighting issues affecting diverse/marginalised communities in Reading.
2. Raise awareness of hate crimes working in partnership with Thames Valley Police Hate Crime unit and the Reading Borough Council Community Safety Partnership.
3. Take full advantage of our new location to expand the Alafia service to reach more families and develop other services as identified by the users of the group
4. Extend the reach and services provided by the Rose Centre, and develop it into a sustainable multi-disciplinary clinic and support centre for survivors of FGM

Promote community cohesion through integration, engagement and empowerment

1. Promote services for young people to encourage their participation in community affairs, and offer them skills to enable them to play their part in the Reading society
2. Support leaders of marginalised communities to develop support networks so individuals are empowered to engage with mainstream networks and services
3. Provide infrastructure support for small and emerging community groups
4. Diversify the income streams through development of standalone non-funded services that meet the needs of the Community and individuals

In addition to the Annual General Meeting in October which is tied in with celebrating Black History Month and Anti-Slavery Awareness Day, the organisation is committed to hosting the following public engagement events annually:

(a) Holocaust Memorial Day – January
(b) UN Zero Tolerance to FGM Day – February
(c) International Women's Day - March
(d) Health Equalities Conference – March
(e) Mental Health Awareness – May & October
(f) Black History Awareness - October
(g) International Men's Day - November
(h) Diversity Day - December

Report of the board of Trustees for the year ended 31 March 2022 (continued)

These annual events are supplemented with ad hoc meetings for the purpose of informing or engaging public/community and to address issues of concern as they arise. As part of our service contract with Reading Borough Council, we hold bi-monthly Hate Crime Case Monitoring, and bi-annual Hate Crime Forum meetings to make Reading Police and RBC Community Safety team more accountable to the communities we serve. We also organise consultation/focus group meetings to enable statutory and other services to engage with our customers, as well as regular information exchange and advice sessions with community members and individuals.

Financial review

For the financial year in question, total income received was £139,759 (2020-21: £120,682) and total expenditure was £142,111 (2020-21: £ 96,462).

Total fund balances at the year-end are £47,839 (2020-21: £72,967) of which £26,541 (2020-21: £49,317) represents restricted funds.

Reading Borough Council was our principal funder.

Reserves Policy
The Trustees aim to maintain free reserves at a level which equates to approximately two to three months of normal operational expenditure.

Statement of Directors Responsibilities

The directors (who are also Trustees of the charity) are responsible for preparing the report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the incoming resources and application of resources, including the income and expenditure, of the company for that period. In preparing those financial statements the directors are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. In preparing this report the directors have taken advantage of special provision of the Companies Act 2006 relating to small companies.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Signed on behalf of the board of Trustees:

Dr Mohammed Ejaz Elahi
Director and Chair
05/12/2022

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Reports to the Trustees/members of the Alliance for Cohesion and Racial Equality Ltd on the accounts for the year ended 31 March 2022 set out on pages 2 to 18.

Respective responsibilities of Trustees and examiner

As describes on page 11. The Charity's Trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The Trustees are satisfied that the audit requirement of Section 144(1) of the Charities Act 2011 (the Act) does not apply, and that there is no requirement in the governing document or constitution of the Charity for the conducting of an audit. As a consequence, the Trustees have elected that the financial statements be subject to independent examination.

Having satisfied myself that the Charity is not subject to audit, and is eligible for independent examination, it is my responsibility to:

a) Examine the accounts under section 145 of the Act.
b) To follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the Act, and:
c) To state whether matters have come to my attention.

Basis of independent examiner's statement

I conducted my examination in accordance with the General Directions given by the Charity Commissioners for England &Wales in relation to the conducting of an independent examination, referred to above. An independent examination includes a review of the accounting records kept by the Charity and of the accounting systems employed by the Charity and a comparison of the financial statements presented with these records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from you a trustee concerning such matters. The purpose of the examination is to establish as far as possible that there have been no breaches of the Charities legislation and that the financial statements comply with the SORP, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements.

The procedures undertaken do not provide all the evidence that would be required in an audit, and information supplied by the Trustees in the course of the examination is not subjected to audit tests or enquiries, and consequently I do not express an audit opinion on the view given by the financial statements, and in particular, I express no opinion as to whether the financial statements give a true and fair view of the affairs of the charity, and my report is limited to the matters set out in the statement below.

I planned and performed my examination so as to satisfy myself that the objectives of the independent examination are achieved and before finalising the report, I obtain written assurances from the Trustees of all material matters.

Independent examiner's statements

In the course of my examination, no matter has come to my attention.

1. Which gives me reasonable cause to believe that in, any material respect, the Trustees requirements:

- To keep accounting records in accordance with section 386 of the Companies Act 2006; and

- To prepare accounts which accord with the accounting records, comply with the accounting requirement of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of recommended Practice: Accounting and Reporting by Charities have not been met; or

2. To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Bernard Manase:
No 33, 193 Wensley Road,
Reading, RG1 6EA
ACCA

Statement of Financial Activities for the year ended 31 March 2022

	NOTES	UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL 2022	TOTAL 2021
Income		£	£	£	£
Donations and legacies	2	1,230	27,042	28,272	36,633
Charitable activities	3	21,863	89,623	111,487	84,049
Investments					
Total income		**23,093**	**116,666**	**139,759**	**120,682**
Expenditures					
Charitable activities	5	25,445	116,666	142,111	96,462
Total expenditures		**25,445**	**116,666**	**142,111**	**96,462**
Net income / expenditures		**-2,352**	**0**	**-2,352**	**24,219**
Prior year adjustment			-22,776	-22,776	7,543
Net movement in funds		**-2,352**	**-22,776**	**-25,127**	**16,677**
Reconciliation of funds	14				
Total funds brought forward		**23,650**	**49,317**	**72,967**	**56,290**
Total funds carried forward		**21,298**	**26,541**	**47,840**	**72,967**

Balance sheet as at 31 March 2022

	Notes	Total 2022	Total 2021
Current assets	£	£	£
Debtors	11	18,094	38,997
Cash at bank	12	50,756	55,732
Total current assets		**68,851**	**94,729**
Liabilities			
Creditors: amount falling due within one year	13	-21,011	-21,762
Net current assets		**47,840**	**72,967**
The funds of the charity	14		
Unrestricted			
General reserve		17,766	23,650
Restricted		30,073	49,317
Total Funds		**47,840**	**72,967**

The Notes on pages 10 to 18 form part of these financial statements.

The Company was entitled to exempt 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 Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies' subject to the small companies' regime and in accordance with FRS 102 SORP.

Approved by the Board of Trustees on 05/12/2022

Signed on behalf of the Directors .....

Andrew Kossi Singo (Treasurer and Director)

Company Registration Number 8248195

Notes forming part of the Financial Statements for the year ended 31 March 2022

1. Accounting Policies

Accounting Convention

These financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and with the Charities Act 2011.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £1.

In these financial statements, the charity has applied the exemptions available under SORP (FRS 102) in respect of the following disclosures:

- Cash Flow Statement and related notes

The charity constitutes a public benefit entity as defined by the Charity Commission and FRS 102.

Income recognition policies
Income is included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income from grants and donations are included in income when they are received, except for –

- When donors specify that grants and donations given to the charity must be used in future accounting periods, the income is deferred until those periods
- When donors impose conditions, which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the preconditions have been met.

Expenditure
Expenditure is accounted for on the accrual basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

Creditors
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Depreciation

All assets costing more than £1,200 are capitalised

Tangible fixed assets are depreciated over 3 years on the straight-line basis except in the case of assets held on behalf of specific projects where depreciation is calculated evenly over the life of the

project where this is known to be less than 3 years. Depreciation of tangible fixed assets held on behalf of certain projects is allocated to the particular project concerned.

Taxation
The charity is a registered charity and is exempt from corporation tax on the charitable activities.

Funding accounting
Unrestricted funds can be in accordance with the charitable objectives at the discretion of the Trustees.

Restricted funds can only be used for particular restricted purposes with the objectives of the charity. Restrictions arise when specified by the donor or when funds are raised for a particular restricted and specified purpose.

Governance
Governance cost includes the cost of governance arrangements which relate to the general running of the charity. These activities provide the governance infrastructure which allows the charity to operate and generate the information required for public accountability. They include the strategic planning process that contribute to the future development of the charity.

Going concern
As directors we have considered the adequacy of the disclosures made in the financial statements concerning the going of the company. The financial statements have been prepared on a going concern basis, the validity of which depends on future funding being available. The financial statements do not include any adjustments that would result from a failure to obtain funding.

Changes in accounting policy
There has been no change to the accounting policies since last year and no changes to the previous accounts.

2. Donations and legacies

Unrestricted funds	**2022**	**2021**
	£	**£**
Misc. income	1,230	
Transform Reading – VPN Router		323
Woodward Trust		1,000
Total	**1,230**	**1,323**
Restricted funds		
Reading Mencap - Alafia	20,401	19,727
Misc. income	500	
Community Mental Health Project	6,142	
Reading Men's Group – (we men)		1,988
HMPPS/National Probation Service		9,999
Community Centre Small Business Grant		2,096
RVA Vaccine Support Grant		1,500
HMRC JRS GRANT		1,124
Total Funds	**27,042**	**36,433**
Total Funds	**28,272**	**37,756**

3. Income from charitable activities

Unrestricted funds

	2022	2021
	£	£
Men's Group Gardening Project		1,400
Windrush Grant (Church Urban)	9,546	
People Health Trust - Active Communities		2,040
RBC Community Research Grant	2,806	
HM National Probation Service Funding	5,410	
Community Wellbeing Hub		4,982
Miscellaneous Income	4,102	1,334
Charitable activities		3,500
	21,863	**13,256**
Restricted funds		
Men's Engagement	616	
Job Retention Scheme (JRS)	4,403	
Narrowing the Gap - Reading Borough Council	40,000	40,000
Community Partnership Grant (BUCKS)	25,875	
Gardening Project	600	
DWP Kick Start	18,129	
ORCC (Government Support Scheme)		10,000
Charitable activities		6,390
Miscellaneous Income		2,468
Training and Consultancy fees		10,811
	89,623	**69,669**
Total funds	**111,487**	**82,925**

4. Investment Income

All the charity's investment income arises from money held in interest bearing accounts.

5. Analysis of expenditure on charitable activities

	Notes	Unrestricted	Restricted	2022	2021
		£	£	£	£
Staff costs	9	14,369	65,881	80,250	66,509
Travel expenses		142	652	794	0
Publications and subscriptions		156	714	870	522
Communications and IT		561	2,571	3,132	4,995
Office costs	7	2,582	15,229	17,811	3,991
Professional fees		424	3,092	3,516	0
Insurance		548	2,515	3,063	2,871
Printing and publicity		776	169	946	874
Miscellaneous		405	1,856	2,261	8,618
Activities	10	2,658	12,188	14,846	6,635
Governance costs	6	1,847	7,323	9,170	1,448
Bank charges		549	2,519	3,068	0

Rent	0	0	0	0
Telephone and fax	427	1,956	2,383	0
TOTAL	**25,445**	**116,666**	**142,111**	**96,462**

6. Analysis of Governance Costs

	Unrestricted	Restricted	2,022	2,021
	£	£	£	£
Company's House fee	18	8	26	0
Consultations	210	90	300	0
Coordination cover	3,540	1,528	5,068	0
Independent Examiner's fees	250	0	250	416
Other Legal and professional fees	703	303	1,006	1,032
Research work	1,291	557	1,848	0
Supervision	469	203	672	0
TOTAL	**6,480**	**2,690**	**9,170**	**1,448**

7. Analysis of office costs

	2022	2021
	£	£
Cleaning	2,628	2,751
Equipment expensed	1,439	25
Light and heat	1,917	
Office Refreshments	1,256	467
Rates	118	397
Rent	5,635	
Repairs and maintenance	4,818	
TOTAL	**17,811**	**3,991**

8. Trustee Information

No expenses were paid to Trustees during the year.

9. Employee information

	2022	2021
	£	£
Salaries	66,601	54,704
Social security	7,561	7,837
Employer Pensions Contributions	3,338	2,468
Training	2,750	1,500
TOTAL	**80,250**	**66,509**

No employee received remuneration amounting to more than £60,000 in either year

The charity operates a workplace pension scheme and all contributions paid to and held by Creative Pension Trust.

The average number of full-time employees during the year, calculated on the basis of full-time equivalents was as follows:

	2022	2021
	2	2

10. Analysis of activities costs.

	Unrestricted	Restricted	2022	2021
	£	£	£	£
Project Activities	3,692	1,594	5,286	6,635
Caribbean Assoc Group	5,460	2,357	7,817	0
Parents Support Group	13	6	18	0
Black History EA Conference	68	30	98	0
E&D Awareness workshop	349	151	500	0
Gardening Project	440	190	631	0
Jungle Mania outreach	292	126	418	0
Anti-Knife Crime Initiative	55	24	79	0
TOTAL	**10,369**	**4,477**	**14,846**	**6,635**

11. Debtors

	2022	2021
	£	£
Trade debtors	10,221	31,124
Prepayments	1,550	1,550
Other debtors	6,323	6,323
TOTAL	**18,094**	**38,997**

12. Cash at Bank and in hand

	2022	2021
	£	£
Current Account	47,204	52,179
Deposit Account	3,553	3,553
Cash in Hand	0	0
TOTAL	**50,756**	**55,732**

13. Creditors

	2022	2021
	£	£
Trade Creditors	15,204	16,302
Stakeholder Pension	1,000	1,000
Other Creditors	2,597	2,250
Accruals	2,210	2,210
TOTAL	**21,011**	**21,762**

14. Statement of Funds

	At 31 March 2021	Income	Expenditure	Transfers	At 31 March 2022
Unrestricted Funds	£	£	£	£	£
General Reserve	16,677	0	- 1,667	0	15,010
HM National Probation Service Funding	0	5,410	0	0	5,410
Narrowing the Gap	23,778	0	- 23,778	0	-
Charitable activities	4,390	0	0	0	4,389
Donations and legacies	0	0	0	0	0
Misc. income	0	5,332	0	0	5,332
Increase in general reserves	- 23,391	0	0	0	- 23,391
Adjusting figure included in expenditures	- 54	0	0	0	- 54
Training Income	2,251	0	0	0	2,251
RBC Community Research Grant		2,806	0	0	2,806
Windrush Grant (Church Urban)		9,546	0	0	9,546
Total Unrestricted Funds	**23,650**	**23,093**	**- 25,445**	**0**	**21,298**
Restricted Funds					
Project Alafia	1,664	20,401	- 22,065	0	0
DWP Kick Start	0	18,129	- 18,129	0	0
Community Partnership Grant (BUCKS)	0	25,875	- 25,875	0	0
Community Wellbeing Hub	0	6,142	- 6,142	0	0
Job Retention Scheme (JRS)	0	4,403	- 4,403	0	0
Active Communities	22,611	0	- 10,000	0	12,611
Narrowing the Gap	0	40,000	- 25,000	0	15,000
Misc. income	0	500	0	0	500
Gardening Project	4,933	600	- 4,436		1,097
Thames Valley PCC	4,056	0	0	0	4,056
Reading Men's Group – (WE MEN)	0	616	- 616	0	0
Prior year adjustment	0	0	0	0	- 22,776
MOJO funding	9,999	0	0	0	9,999
Small Business Grant	6,054	0	0	0	6,054
Total Restricted Funds	**49,317**	**116,666**	**-116,666**	**0**	**26,541**
Total Funds	**72,967**	**139,759**	**-142,111**	**0**	**47,839**

Statement of Funds Previous year (2020-2021)

	At 31 March 2020	Income	Expenditures	Transfers	At 31 March 2021
Unrestricted Funds	£	£	£	£	£
General Reserve	913	0	0	0	16,677
NHS Berkshire West CCG	0	0	0	0	0
ORCC (Government Support Scheme)	0	10,000	-10,000	0	0
Alafia Donations	0	0	0	0	0
Rose Centre FGM Donations	0	0	0	0	0
Narrowing the Gap	5,232	40,000	-20,831	0	24,401
Charitable activities	0	6,390	-2,000	0	4,390
Donations and legacies	0	1,323	-1,323	0	0
Misc. income	967	3,592	-4,559	0	0
Increase in general reserves	-85	0	0	0	-23,391
Adjusting figure included in expenditures	-54	0	0	0	-54
Training Income		10,811	-9,184	0	1,627
Total Unrestricted Funds	**6,973**	**72,116**	**-47,897**	**0**	**23,650**
Restricted Funds					
Project Alafia	22,650	19,727	-39,614	0	2,762
Earley Charity	0	0	0	0	0
PCC Advice Hub	0	0	0	0	0
Community Wellbeing Hub	0	4,982	-1,449	0	3,533
Slough Borough Council (FGM)	0	3,500	-3,500	0	0
Active Communities	22,611	2,040	-2,014	0	22,637
Royal Berkshire NHS Trust	0	0	0	0	0
NHS Partnership Development	0	0	0	0	0
Gardening Project	0	1,400	0	0	1,400
Thames Valley PCC	4,056	0	0	0	4,056
Reading Men's Group – (WE MEN)		1,988	-1,988	0	0
MOJO funding		9,999	0	0	9,999
Small Business Grant		4,930	0	0	4,930
Total Restricted Funds	**49,317**	**48,566**	**-48,565**	**0**	**49,317**
Total Funds	**56,290**	**120,682**	**-96,462**	**0**	**72,967**

Purpose of Unrestricted Funds

The designated funds have been setup to deal with unforeseen circumstances that may require additional expenditure in the future.

General reserves are funds available to be spent for any purpose of the charity.

Reading Borough Council – Accommodation support, rent and rates charity discounts.

Narrowing the Gap – To provide support for marginalised communities in Reading.

Alafia Donations – To help meet the cost of additional Outreach and Short Breaks provision for family and sibling carers.

Rose Centre FGM Donations – Money received to support survivors of FGM.

Fundraising

Acre in addition to making funding bids either solely or in partnership with other voluntary sector partners, has also started raising funds through social activities as a means of augmenting income. Acre employees make presentations, and host training sessions which brings in revenue and donations.

Purpose of Restricted Funds

Big Lottery Community Fund - provided grant aid for 4 years (2020-2024) to Alafia Family Support Service, in partnership with Reading Mencap to help increase the confidence of BAME parent/sibling carers disabled children (0-25) to participate in peer support group, social gatherings, and mild physical exercise including group walks, cycle rides and swimming regardless of cultural or ethnic background; helping to increase a sense of appreciation in parent and sibling carers that an improved quality of life is in their best interest and that of the children for which they have caring responsibilities. The total amount for the 4 years is £80,544.98 received by Acre in quarterly advances. For the year ending 31st March 2022, the amount received and fully expended was £ 20,401.

Community Wellbeing Hub: funded for one year by NHS Charities [£51, 750 – spanning two financial years 2021-22 & 2022-23] to:

1. Provide a safe space for Reading residents especially from the BAME community to attend and meet with others; have discussions about health and wellbeing; access help and support to address needs.
2. **Train 25 Community Champions** from diverse communities to build confidence, resilience in community representation, and enabling them to advocate on behalf of their communities:
3. **Media Platform:** to provide marginalised community groups with a voice to promote values, news, views, and activities of their respective communities.

Prior year adjustment

The prior year adjustment of £22,776 relate to write off of debtors. Management agreed to write off £22,724 because of the closure of the department that was to provide the funds at Reading Borough Council. The other amount of £51.68 are refunds from a Gas and Power company that were wrongly treated in FY2021.

16. Limited Liability

The company is a private company limited by Guarantee without share capital. Every member of the company undertakes to contribute to the assets of the company, in the event of the company being wound up while he or she is a member, or within one year after he or she ceases to be a member, such amounts as may be required, not exceeding ten pounds.

17. Connected Charities and Related Parties

The charity is a member of the Oxford Road Community Centre (ORCC). The ORCC is run jointly with three other community organisations (Hindu Society, Ramgarhia Shaba & Gujarat Samaj) where Mr. Victor Koroma (Acre Company Secretary and General Manager) is a director of the Oxford Road

Community Centre, a company limited by guarantee. There is no conflict of interest with Mr. Koroma being a director of the ORCC.

Each partner has guaranteed to contribute to the assets in the event of any unpaid debts should the company become insolvent. Each guarantee is limited to £1 per partner. The Charity is controlled by the partners on the basis of one vote for each director:

Name	Nature of Related party	Transaction Type	Value	Debtors at 31 March 2022
ORCC	Common Control	Staff support & Overheads	£1,200	£1,200
ORCC	Common Control	Sundry Items	£13	-

18. Contingent Liabilities

There is no contingent liabilities or unfulfilled communities to grants as at the balance sheet date.

ALLIANCE FOR COHESION AND RACIAL EQUALITY LTD

England & Wales - Charity number 1149491

Accounts

ALLIANCE FOR COHESION AND RACIAL EQUALITY LTD

TRUSTEES' REPORT AND UNAUDITED ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2021

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Reference and administrative information

Directors:

Mr James Mwaniki Mugo
Dr Mohammed Ejaz Elahi
Dr Ruth Mary Clare Evans
Mr Andrew Kossi Singo
Mrs Constance Gooding
Mrs Alice Mpofu-Coles

Ms Elaine Patricia Williams (Retired 18/05/2020)

Chair: Mr James Mwaniki Mugo

Treasurer Mr Andrew Kossi Singo

Company Secretary: Mr Victor Koroma

Other names charity known as: Acre

Registered Office:
Middle Building
344 Oxford Road
Reading
RG30 1AF

Registered Company Number: 8248195

Registered Charity Number: 1149491

Independent Examiner:
Bernard Manase
ACCA
No 33, 193 Wensley Road,
Reading, RG1 6EA

Bankers:
Co-operative Bank
PO Box 250
Skelmersdale
WN8 6WT

Report of the board of trustees for the year ended 31 March 2021

The board of trustees present their report and the financial statements for the year ended 31 March 2021.

Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011, the Companies Act 2006, and 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 2015).

Structure, Governance and Management

Governing document

The Charity is a Company Limited by Guarantee, incorporated on the 10th October 2012 and registered as a Charity on the 25th October 2012. The company was established under a Memorandum of Association, which established the objects and powers of the company and is governed under its Articles of Association.

Directors and Trustees

All the Directors of the company are also Trustees of the charity. The trustees, who held office throughout the year, unless otherwise stated, were as follows:

Mr James Mwaniki Mugo
Dr Mohammed Ejaz Elahi
Dr Ruth Mary Clare Evans
Mr Andrew Kossi Singo
Mrs Constance Gooding
Mrs Alice Mpofu Coles

Ms Elaine Patricia Williams (Retired 18/05/2020)

The Board of Trustees meets regularly throughout the year and is comprised of the directors of the company. In addition, the board has set up (Finance and Human) Resources and Business Planning, and a Community Engagement sub-committee to assist the decision-making process.

Recruitment and appointment of Directors
Acre is managed by a 7-member Board of Directors/Trustees and all are registered with Companies House and the Charity Commission. The seventh member was co-opted to the board and will be presented to the general membership for election to the board. At their meeting of 25 June 2013, the 'Board of Directors' agreed to be referred to as a 'Board of Trustees' for reasons of addressing community perception, and that the number of representatives is increased to 10. In any given year at least one vacancy is left open for potential co-option to the Board.

The Board of Trustees have collective responsibility for managing the organisation, and are accountable to the members, beneficiaries, and funders of the charity.

The Board was made up of 7 individuals representing different sections of the Reading Society, however, one person stood down for personal reasons.

Trustees are recruited on the basis of community representation from the organisation's register of members, and new trustees appointed on meeting specific skills criteria to improve its reach and enable the organisation achieve the key aim of community engagement and empowerment. Expressions of interest are invited from interested parties and the appointments are confirmed after potential candidates have been voted for by the general membership.

Report of the board of trustees for the year ended 31st March 2021 (continued)

Retirement from the Board or vacancies otherwise created during the reporting year are mitigated by request for expressions of interest, co-option and subsequently elected at the AGM.

Members eligible for retirement from the board stand down at the Annual General Meeting and may seek re-election subject to Clause 32 of the Acre Articles of Association or any resolutions passed by the general membership to the contrary. Accession to the Board of Trustees is open to any member of Acre that can make a positive contribution towards achieving the objectives of the organisation.

Risk assessment

The Board of Trustees has been diligent in examining all the strategic and operational risks to which the organisation is susceptible and is pleased to report that systems have been put in place for regular reports to be produced and considered towards reducing real or potential risks. The Trustees have also set up a Business Planning and Resources Sub-committee (comprising of Chair, Vice-chair, Treasurer, Chair of Human Resources, and 1 other Trustee) with delegated powers as a contingency committee that can take emergency action to minimise risks to the business of the organisation.

Following an objective assessment of the operations in relation to financial resources at its disposal, the Trustees are pleased to report that there are no immediate concerns or threats to the operations of the organisation. The Board of Trustees will continuously assess the risk to the organisation and make decisions to avert any perceived risks.

Management and staffing

The day to day running of the Charity and delivery of projects is under the control of the General Manager, Victor Koroma and his staff. The General Manager reports regularly to the Board of Trustees comprising the individuals noted on page 2.

Objectives and Activities

Acre is a community led infrastructure organisation set up to work towards the elimination of racial discrimination; promote equality of opportunity, and good relations between persons of different racial groups, and diverse communities. It is guided by a Mission statement:
'Promoting equality, and community cohesion in Reading'

The organisation has set itself the following objectives:

1. Challenging all forms of discrimination, bigotry and extremism.

   Acre has established a Pan-Equalities Alliance to collate information, monitor trends and identify gaps pertaining to inequality in the provision of public services, discrimination in employment; and working in partnership with the relevant authorities to support victims of hate crime.

2. Promoting understanding by engaging with all sections of the Reading society to inform, empower and encourage cooperation and mutual respect between the diverse communities in Reading.

In pursuit of these objectives, Acre provides support services via its Alafia Family Support Team to ethnic minority families caring for children and young adults (0-25) with a disability or additional needs; facilitate engagement and consultation of Minority Ethnic communities by statutory agencies; host events to celebrate the cultural diversity of Reading; developed the Rose Centre (Reading) to provide support to survivors of FGM (Female Genital Mutilation), and educate the public as a means of preventing the practice locally; set up a men's support group 'We, Men!' to address health and social matters affecting men in the community; provide infrastructure support for small and underrepresented community organisations to enable them achieve their objectives; and recognize the achievements of individuals or organisations that work towards promoting equality and community cohesion in Reading.

Report of the board of trustees for the year ended 31st March 2021 (continued)

The Board of Trustees continue to oversee the further development of Acre as a substantial contributor to the voluntary and community sectors in Reading, and is now an essential delivery partner for the Reading Borough Council's **'Narrowing the Gap'** strategy to tackle poverty and promote inclusion in Reading; provide infrastructure support to the pan-Equalities Alliance; regularly host conferences and outreach activities in partnership with VCS partners to raise awareness of issues of concern to BAME communities, and the Reading Society in general. These have included raising awareness of Female Genital Mutilation (including setting a 'Men against FGM Group), Mental Health and Dementia, Community Safety and response to Hate Crime, and regular engagement activities with BAME families caring for disabled children. In April 2018 the organisation secured a further 4 Year Funding Agreement with RBC to deliver the council's 'Narrowing the Gap' anti-poverty strategy: 2.3 – Support for Marginalised Communities'.

Public benefit

Trustees confirm they have given careful consideration to the Charity Commission's general guidance on public benefit when reviewing the organisations aims and objectives, and also when planning work programme for the year. In particular, the trustees considered how planned activities will contribute towards achieving the organisations aims and objectives.

Activities undertaken that demonstrates public benefit includes:

A. Creating a central body (Equalities Alliance) for promoting equality across the 9 protected characteristics as defined by the Equality Act 2010 and to enable the development of strategies for reducing inequality of access to public services, employment.
B. Hosting a bi-annual Hate Crime Forum, and bi-monthly Hate Crime Case Monitoring meeting involving Community Safety Partners – Thames Valley Police, Reading Borough Council, voluntary and community support organisations and individuals.
C. Developing project initiatives aimed at promoting equality of opportunity and reducing the marginalisation of individuals and communities because of their identity or association with the protected characteristics.
D. Creating the right environment to promote all aspects of community cohesion, empower communities and individuals to collectively engage with decision makers, and to enable them to find common solutions to common problems.

Achievements and performance

Acre has completed another year of operations during which time it consolidated its position as broker for issues pertaining to equality in Reading; has representation on various strategic bodies in the town including the Reading Voluntary Sector Partnership, Special Disability Interest Group, Reading Community Safety Partnership (Hate Crime Strategy Group), Crown Prosecution Service (Local Scrutiny Involvement Partnership), and the Thames Valley Police and Crime Commissioner's FGM Planning Group. We have also worked closely with Reading University's School of Archeology, Geography and Environmental Science with who we will be carrying out a 'Rights-based mapping of race and religion (in)equality and discrimination in Reading. Summary of these activities form the basis of an annual report to members, funders and published to the Reading community.

In 2013-14 Acre reviewed and restructured its membership eligibility criteria with the aim of increasing the general membership to include organisations that provide direct support to individuals on the basis of their protected characteristics. Membership of the organisation has therefore been steadily increasing following on from the review.

Trustees were diligent in ensuring that the Charity operated within its means to achieve its stated objectives.

Plans for the future

Acre has set up the Equalities Alliance and Hate Crime Forum which are linked to the Reading Borough Council's 'Narrowing the Gap' [NTG] partnership and Thames Valley Police enabling these statutory bodies to seek views of voluntary and community networks on issues pertaining to equality and community cohesion, or to progress strategic community priorities. Within the Alliance, Acre continues to provide strategic leadership on race and diversity issues and positively contribute to the NTG – Tackling Poverty' Strategy to help reduce inequality, create more capable communities; promote and celebrate the

Report of the board of trustees for the year ended 31st March 2021 (continued)

cultural diversity of Reading. In 2020-21 Acre engaged more with the TVP Reading Independent Advisory Group through where hate crime, stop and search, and general policing of community safety issues were discussed.

Acre is working towards developing activities to generate income to support the empowerment of, developing self-help partnerships and enabling ethnic minority communities to realise their potential. Acre is now in the position to facilitate this after the Oxford Road Community Centre (ORCC) partnership worked hard to refurbish the facilities. Acre has also reached agreement with ORCC to manage the site on a full-time basis. This places Acre on a positive footing as it is situated at the heart of the multi-ethnic/cultural Battle Ward, West Reading. Acre will work to promote engagement and integration of groups, and promote community cohesion/good relations between different ethnic minority communities and the wider Reading community.

Acre has completed a review of its 3-5-year Business Plan that incorporates assessed needs of the Oxford Road community and include additional opportunities and potential services Acre could offer to local residents. The core objectives of the plan are:

Vision: A society that treats its citizens with equality and promotes integrated communities.

Mission: To promote equal opportunity for all and community cohesion by offering support And guidance to individuals and organisations.

Values: Respect; Fairness; Equality; Diversity; Inclusion; Empowerment; Education; Awareness; Participation; Trust; Care.

Key Objectives

Promote equality across the nine protected characteristics of Equality:

1. Promote equality issues by developing resources that support the work of the Equalities Alliance in highlighting issues affecting diverse/marginalised communities in Reading.
2. Raise awareness of hate crimes working in partnership with Thames Valley Police Hate Crime unit and the Reading Borough Council Community Safety Partnership.
3. Take full advantage of our new location to expand the Alafia service to reach more families and develop other services as identified by the users of the group
4. Extend the reach and services provided by the Rose Centre, and develop it into a sustainable multi-disciplinary clinic and support centre for survivors of FGM

Promote community cohesion through integration, engagement and empowerment

1. Promote services for young people to encourage their participation in community affairs, and offer them skills to enable them to play their part in the Reading society
2. Support leaders of marginalised communities to develop support networks so individuals are empowered to engage with mainstream networks and services
3. Provide infrastructure support for small and emerging community groups
4. Diversify the income streams through development of standalone non-funded services that meet the needs of the Community and individuals

In addition to the Annual General Meeting which is tied in with celebrating Black History Month and Anti-Slavery Awareness Day in October of each ensuing year, the organisation is committed to hosting the following public engagement events annually:

(a) Holocaust Memorial Day – January
(b) UN Zero Tolerance to FGM Day – February
(c) International Women's Day - March
(d) Equalities Conference – March
(e) Mental Health Awareness – May & October
(f) Black History Awareness - October
(g) International Men's Day - November
(h) Diversity Day - December

Report of the board of trustees for the year ended 31st March 2021 (continued)

These annual events are supplemented with ad hoc meetings for the purpose of informing or engaging public/community and to address issues of concern as they arise. As part of our service contract with Reading Borough Council, we hold bi-monthly Hate Crime Case Monitoring, and bi-annual Hate Crime Forum meetings to make Reading Police and RBC Community Safety team more accountable to the communities we serve. We also organise consultation/focus group meetings to enable statutory and other services to engage with our customers, as well as regular information exchange and advice sessions with community members and individuals.

Financial review

For the financial year in question, total income received was £120,682 (2019-20: £74,960) and total expenditure was £96,462 (2019-20: £74,047).

Total fund balances at the year-end are £72,967 (2019-20: £56,290) of which £49,317 (2019-20: £49,317) represents restricted funds.

Reading Borough Council was our principal funder.

Reserves Policy
The trustees aim to maintain free reserves at a level which equates to approximately two to three months of normal operational expenditure.

Statement of Directors Responsibilities

The directors (who are also trustees of the charity) are responsible for preparing the report of the trustees and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the incoming resources and application of resources, including the income and expenditure, of the company for that period. In preparing those financial statements the directors are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. In preparing this report the directors have taken advantage of special provisions of the Companies Act 2006 relating to small companies.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Signed on behalf of the board of trustees:

Mr James Mwaniki Mugo
Director and Chair
30 November 2021

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Reports to the trustees/members of the Alliance for Cohesion and Racial Equality Ltd on the accounts for the year ended 31st March 2021 set out on pages 2 to 19.

Respective responsibilities of trustees and examiner

As described on page 6. The Charity's trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The trustees are satisfied that the audit requirement of Section 144(1) of the Charities Act 2011 (the Act) does not apply, and that there is no requirement in the governing document or constitution of the Charity for the conducting of an audit. As a consequence, the trustees have elected that the financial statements be subject to independent examination.

Having satisfied myself that the Charity is not subject to audit, and is eligible for independent examination, it is my responsibility to:

a) Examine the accounts under section 145 of the Act.

b) To follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the Act, and:

c) To state whether matters have come to my attention.

Basis of independent examiner's statement

I conducted my examination in accordance with the General Directions given by the Charity Commissioners for England & Wales in relation to the conducting of an independent examination, referred to above. An independent examination includes a review of the accounting records kept by the Charity and of the accounting systems employed by the Charity and a comparison of the financial statements presented with these records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from you a trustee concerning such matters. The purpose of the examination is to establish as far as possible that there have been no breaches of the Charities legislation and that the financial statements comply with the SORP, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements.

The procedures undertaken do not provide all the evidence that would be required in an audit, and information supplied by the trustees in the course of the examination is not subjected to audit tests or enquiries, and consequently I do not express an audit opinion on the view given by the financial statements, and in particular, I express no opinion as to whether the financial statements give a true and fair view of the affairs of the Charity, and my report is limited to the matters set out in the statement below.

I planned and performed my examination so as to satisfy myself that the objectives of the independent examination are achieved and before finalising the report, I obtained written assurances from the Trustees of all material matters.

Independent examiner's statements

In the course of my examination, no matter has come to my attention.

1. Which gives me reasonable cause to believe that in, any material respect, the trustees requirements:

- To keep accounting records in accordance with section 386 of the Companies Act 2006; and

- To prepare accounts which accord with the accounting records, comply with the accounting requirement of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of recommended Practice: Accounting and Reporting by Charities have not been met; or

2. To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Bernard Manase:

No 33, 193 Wensley Road,
Reading, RG1 6EA
ACCA

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Reports to the trustees/members of the Alliance for Cohesion and Racial Equality Ltd on the accounts for the year ended 31st March 2021 set out on pages 2 to 19.

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2. To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Bernard Manase:

No 33, 193 Wensley Road,
Reading, RG1 6EA
ACCA

Bernard Manase Digitally signed by Bernard Manase Date: 2021.12.20 12:43:44 +02'00'

Statement of Financial Activities for the year ended 31 March 2021

	NOTES	UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL 2021	TOTAL 2020
Income					
Donations and legacies	2	1,323	35,310	36,633	6,321
Charitable activities	3	70,793	13,256	84,049	68,639
Investments	4	-			-
Total income		**72,116**	**48,566**	**120,682**	**74,960**
Expenditures					
Cost of raising funds					-
Charitable activities	5	47,896	48,566	96,462	74,047
Total expenditures		**47,896**	**48,566**	**96,462**	**74,047**
Net income / expenditures		**24,219**	**-**	**24,219**	**913**
Prior year adjustment		-7,543		-7,543	
Net movement in funds		**16,677**	**-**	**16,677**	**913**
Reconciliation of funds					
Total funds brought forward		**6,973**	**49,317**	**56,290**	**55,377**
Total funds carried forward		**23,650**	**49,317**	**72,967**	**56,290**

Balance sheet as at 31 March 2021

	Notes	Total 2021	Total 2020
Current assets			
Debtors	11	38,997	38,797
Cash at bank	12	55,732	30,416
Total current assets		**94,729**	**69,213**
Liabilities			
Creditors: amount falling due within one year	13	- 21,762	- 12,923
Net current assets		**72,967**	**56,290**
The funds of the charity	14		
Unrestricted			
General reserve		23,650	6,973
NHS Berkshire West CCG			-
Donations			-
Restricted		49,317	49,317
Total Funds		**72,967**	**56,290**

The Notes on pages 10 to 18 form part of these financial statements.

The Company was entitled to exempt 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 Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies' subject to the small companies' regime and in accordance with FRS 102 SORP.

Approved by the Board of Trustees on 30 November 2021

Signed on behalf of the Directors .....

Andrew Kossi Singo,
Treasurer and Director

30/11/21

Company Registration Number 8248195

Notes forming part of the Financial Statements for the year ended 31 March 2021

1. Accounting Policies

Accounting Convention

These financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and with the Charities Act 2011.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £1.

In these financial statements, the charity has applied the exemptions available under SORP (FRS 102) in respect of the following disclosures:

- Cash Flow Statement and related notes

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

Income recognition policies
Income is included on the Statement of Financial Activities when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income from grants and donations are included in income when they are received, except for –

- When donors specify that grants and donations given to the Charity must be used in future accounting periods, the income is deferred until those periods
- When donors impose conditions, which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the preconditions have been met.

Expenditure
Expenditure is accounted for on the accrual basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

Creditors
Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Depreciation

All assets costing more than £1,200 are capitalised

Tangible fixed assets are depreciated over 3 years on the straight-line basis except in the case of assets held on behalf of specific projects where depreciation is calculated evenly over the life of the

project where this is known to be less than 3 years. Depreciation of tangible fixed assets held on behalf of certain projects is allocated to the particular project concerned.

Taxation
The Charity is a registered charity and is exempt from corporation tax on the charitable activities.

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

Restricted funds can only be used for particular restricted purposes with the objectives of the Charity. Restrictions arise when specified by the donor or when funds are raised for a particular restricted and specified purpose.

Governance
Governance cost includes the cost of governance arrangements which relate to the general running of the Charity. These activities provide the governance infrastructure which allows the charity to operate and generate the information required for public accountability. They include the strategic planning process that contribute to the future development of the charity.

Going concern
As directors we have considered the adequacy of the disclosures made in the financial statements concerning the going of the company. The financial statements have been prepared on a going concern basis, the validity of which depends on future funding being available. The financial statements do not include any adjustments that would result from a failure to obtain funding.

Changes in accounting policy
There has been no change to the accounting policies since last year and no changes to the previous accounts.

2. Donations and legacies

	2,021	2,020
Unrestricted funds	£	£
Rose Walk		400
Reading Quakers		259
Reading Walkabouts		220
Fundraising		530
Transform Reading – VPN Router	323	
Woodward Trust	1,000	
Total	**1,323**	**1,409**
Restricted funds		
Reading Mencap - Alafia	19,727	4,912
Reading Men's Group – (We Men)	1,988	
HMPPS/National Probation Service	9,999	
Community Centre Small Business Grant	2,096	
RVA Vaccine Support Grant	1,500	
Total	**35,310**	**4,912**
Total Funds	**36,633**	**6,321**

Notes forming part of the Financial Statements for the year ended 31 March 2021

3. Income from charitable activities

Unrestricted funds

	2021 £	2020 £
Men's Group Gardening Project	1,400	
Narrowing the Gap - Reading Borough Council		45,617
People Health Trust - Active Communities	2,040	
Community Wellbeing Hub	4,982	
Misc. income	1,334	1200
Charitable activities	3,500	538.04
	13,256	**47,355**

Restricted funds

Earley Charity		
Active Communities		14,284
Narrowing the Gap - Reading Borough Council	40,000	
Thames Valley PCC		7000
ORCC (Government Support Scheme)	10,000	-
Charitable activities	6,390	-
Miscellaneous Income	3,592	-
Training and Consultancy fees	10,811	-
	70,793	**21,284**
Total funds	**84,049**	**68,639**

4. Investment Income

All the Charity's investment income arises from money held in interest bearing accounts.

5. Analysis of expenditure on charitable activities

	Notes	Unrestricted £	Restricted £	2021 £	2020 £
Staff costs	9	33,043	33,466	66,509	52,404
Travel expenses		-	-	-	-
Publications and subscriptions		259	262	522	-
Premises		-	-	-	-
Communications and IT		2,305	2,691	4,995	6,347
Office costs	7	1,896	2,095	3,991	7,216
Professional fees		-	-	-	-
Insurance	10	1,426	1,444	2,871	2,833
Printing and publicity		434	440	874	892
Miscellaneous		3,875	4,742	8,618	357
Activities		2,815	3,820	6,635	1,679
Governance costs	6	719	729	1,448	2,319
TOTAL		**46,773**	**49,689**	**96,462**	**74,047**

6. Analysis of Governance Costs

	Unrestricted £	Restricted £	2021 £	2020 £
Independent examiner's fees	207	209	416	1,020
Accountancy fees	0	0	0	340
Other Legal and professional fees	513	519	1,032	959
Staff costs	0	0	0	0
AGM costs	0	0	0	0
TOTAL	719	729	1,448	2,319

7. Analysis of office costs

	2021 £	2020 £
Cleaning	2,751	1,560
Equipment expensed	25	125
Light and heat		1,052
Office Refreshments	467	133
Rates	397	2,457
Repairs and maintenance	351	1,890
TOTAL	**3,991**	**7,216**

8. Trustee Information

No expenses were paid to Trustees during the year.

9. Employee information

	2021 £	2020 £
Salaries	54,704	45,756
Social security	7,837	6,353
Employer Pensions Contributions	2,468	295
CRB Checks	-	-
Training	1,500	-
Fringe Benefits	-	-
Pensions	-	-
TOTAL	**66,509**	**52,404**

No employee received remuneration amounting to more than £60,000 in either year

The Charity operates a workplace pension scheme and all contributions paid to and held by Creative Pension Trust.

The average number of full-time employees during the year, calculated on the basis of full-time equivalents was as follows:

	2021	2020

10. Insurance.

	2021 £	2020 £
Total insurance costs in the year comprised:	-	-
Personal accident	-	-
Commercial, including employers and public liability	2,871	2,833
Total	**2,871**	**2,833**

Notes forming part of the Financial Statements for the year ended 31 March 2021

11. Debtors

	2021 £	2020 £
Trade debtors	31,124	30,924
Prepayments	1,550	1,550
Other debtors	6,323	6,323
TOTAL	**38,997**	**38,797**

12. Cash at Bank and in hand

	2021 £	2020 £
Current Account	52,179	26,864
Deposit Account	3,553	3,553
Cash in Hand	- 0.33	-
TOTAL	**55,732**	**30,416**

13. Creditors

	2021 £	2020 £
Trade Creditors	16,302	7,464
Tax and Social Security		
Deferred Income		-
Stakeholder Pension	1,000	1,000
Other Creditors	2,250	2,250
Accruals	2,210	2,210
TOTAL	**21,762**	**12,923**

14. Statement of Funds

Unrestricted Funds	**At 31 March 2020 £**	**Income £**	**Expenditure £**	**Transfers £**	**At 31 March 2021 £**
General Reserve	913				16,677
NHS Berkshire West CCG	-				-
ORCC (Government Support Scheme)	-	10,000	- 10,000		-
Alafia Donations	-				-
Rose Centre FGM Donations	-				-
Narrowing the Gap	5,232	40,000	- 20,831		24,401
Charitable activities	-	6,390	- 2,000		4,390
Donations and legacies	-	1,323	- 1,323		-
Misc. income	967	3,592	- 4,559		-
Increase in general reserves (24,219-913+85)	- 85				- 23,391
Adjusting figure included in expenditures	- 54				- 54
Training Income		10,811	- 9,184		1,627
Total Unrestricted Funds	**6,973**	**72,116**	**- 47,897**	**-**	**23,650**

Notes forming part of the Financial Statements for the year ended 31 March 2021

	At 31 March 2020	Income	Expenditure	Transfers	At 31 March 2021
Restricted Funds					
Project Alafia	22,650	19,727	- 39,614		2,762
Earley Charity	-				-
PCC Advice Hub	-				-
Community Wellbeing Hub	-	4,982	-1,449		3,533
Slough Borough Council (FGM)	-	3,500	- 3,500		-
Active Communities	22,611	2,040	- 2,014		22,637
Royal Berkshire NHS Trust	-				-
NHS Partnership Development	-				-
Gardening Project	-	1,400			1,400
Thames Valley PCC	4,056				4,056
Reading Men's Group – (WE MEN)		1,988	-1,988		-
MOJ/NPS funding		9,999			9,999
Small Business Grant		4,930			4,930
Total Restricted Funds	**49,317**	**48,566**	**- 48,565**		**49,317**
Total Funds	**56,290**	**120,682**	**- 96,462**	**-**	**72,967**

Statement of Funds Previous year (2019-2020)

	At 31 March 2019	Income	Expenditure	Transfers	At 31 March 2020
Unrestricted Funds	**£**	**£**	**£**	**£**	**£**
General Reserve	828				913
NHS Berkshire West CCG	4,000		-4,000		0
Reading Borough Council	0				0
Alafia Donations	192		-192		0
Rose Centre FGM Donations	1,040		-1,040		0
Narrowing the Gap	0	45,617	-40,385		5,232
Charitable activities		538	-538		0
Donations and legacies		1,409	-1,409		0
Misc. income		1,200	-233		967
Increase in general reserves (913-825)[1]					-85
Adjusting figure included in expenditures					-54
Total Unrestricted Funds	**6,060**	**48,764**	**-47,851**	**0**	**6,973**

Notes forming part of the Financial Statements for the year ended 31 March 2021

	At 31 March 2019	Income	Expenditure	Transfers	At 31 March 2020
Restricted Funds					
Project Alafia	22,650	4,912	-4,912		22,650
Earley Charity	544		-544		0
PCC Advice Hub	11,735		-11,735		0
PCC Engagement	0				0
FGM Big Lottery Fund	0				0
Active Communities	8,327	14,284			22,611
Royal Berkshire NHS Trust	6,061		-6,061		0
NHS Partnership Development	0				0
RBC Holocaust	0				0
Thames Valley PCC	0	7,000	-2,944		4,056
Total Restricted Funds	**49,317**	**26,196**	**-26,196**		**49,317**
Total Funds	**55,377**	**74,960**	**-74,047**	**0**	**56,290**

Purpose of Unrestricted Funds

The designated funds have been setup to deal with unforeseen circumstances that may require additional expenditure in the future.

General reserves are funds available to be spent for any purpose of the charity.

Reading Borough Council – Accommodation support, rent and rates subsidy provided by the Council.

Narrowing the Gap – To provide support for marginalised communities in Reading.

Alafia Donations – To help meet the cost of additional Outreach and Short Breaks provision for family and sibling carers.

Rose Centre FGM Donations – Money received to support survivors of FGM.

NHS Berkshire West – The CCG have been partners in delivering support to women who have undergone FGM that is delivered in the Rose Centre. They have grant aided the provision in each for the last 3 financial years up to 2018-2019.

Fundraising

Acre in addition to making funding bids either solely or in partnership with other voluntary sector partners, has also started raising funds through social activities as a means of augmenting income. Acre employees make presentations, and host training sessions which bring in revenue and donations.

Purpose of Restricted Funds

The designated funds are restricted for purposes outlined in an award agreement. Big Lottery Community provided restricted grant aid for 4 years (2020-2024) to Alafia Family Support Service, in partnership with Reading Mencap to help increase the confidence of BAME parent/sibling carers disabled children (0-25) to participate in Peer support group, social gatherings, and mild physical exercise including group walks, cycle rides and swimming regardless of cultural or ethnic background; and to increase a sense of appreciation in parent and sibling carers that an improved quality of life is

in their best interest and that of the children for which they have caring responsibilities. The total amount for the 4 years is £80,544.98 received by Acre in quarterly advances. For the year ending 31st March 2021, the amount received and fully expended was £ 19,727.

FGM – Acre adopted the campaign to STOP Female Genital Mutilation / Cutting as a workstream after a Department of Health Report (2014) identified the town as one of 11 Hot Spots for the practice in the UK. Following consultations vie the Equalities Alliance, Acre argues successfully for the Local Strategic Partnership (LSP) to adopt the campaign against FGM as a priority, and to provide funding to carry out a need's assessment. Funding has also been secured from other sources to carry out the following activities:

1. Undertake a programme of engaging with local communities to build a trust relationship to enable frank discussion of the topic.
2. Undertake awareness raising activities and try to develop a network of anti-FGM advocates from a cross section of the wider Reading Community.
3. Galvanise or coordinate the activities leading to the development of the strategic multi-agency partnership to address the problem.
4. Undertake project work to setup a support group for FGM survivors, capture the views and experiences of affected communities; and develop an awareness / training programme for the wider community.

Prior year adjustment

Variance of £7,542.62 existed between the year-end bank account balance for the year ending 31 March 2020 and the bank records in Acre books. Adjustments for the differences were made in FY2021.

Income Generation/Spot Contracts

HMPPS/National Probation Service

Agreement was reached with NPS to start a pilot scheme to provide support for some of their clients and to help them integrate back into society. Support included Immigration Advice and community awareness and education activities. Funding provided: **£9,999**

Get Berkshire Active

GBA supported the Acre Men's support group to engage with other men in the community via a gardening project to enable them to overcome the impact of isolation which coincided with the long months of Covid on their mental health. Funding received **£2,000.10**

Slough Borough Council

SBC – Slough Integration Services partnered with the Rose Centre to develop a support group for communities with cultural adherence to female circumcision. The work programme included hosting and participating in monthly 'drop in' sessions providing a multi-agency coordinated support forum within the community; providing FGM awareness training programmes to Women in Slough (SIS certificate scheme) highlighting that FGM is not supported by religious doctrines and is criminal in the UK; and awareness raising activities reaching out for local men. Funding provided **£3,500**

RBC Holocaust Memorial Day

This is coproduced with Reading Borough Council, Reading Hebrew Congregation and other community representatives to organise a commemorative 'Evening of Remembrance and Reflections' for Reading on the history and experience of the Holocaust, Genocides and Human Rights abuses taking place in the world today. Costs for the programme are underwritten by RBC Events and Publicity.

Notes forming part of the Financial Statements for the year ended 31 March 2021

16. Limited Liability

The company is a private Company Limited by Guarantee without share capital. Every member of the company undertakes to contribute to the assets of the company, in the event of the company being wound up while he or she is a member, or within one year after he or she ceases to be a member, such amounts as may be required, not exceeding ten pounds.

17. Connected Charities and Related Parties

The charity is a member of the Oxford Road Community Centre (ORCC). The ORCC is run jointly with three other community organisations (Acre, Hindu Society & Gujarat Samaj) where Mr. Victor Koroma (Acre Company Secretary and General Manager) is a director of the Oxford Road Community Centre, a company limited by guarantee. There is no conflict of interest with Mr. Koroma being a director of the ORCC.

Each partner has guaranteed to contribute to the assets in the event of any unpaid debts should the company become insolvent. Each guarantee is limited to £1 per partner. The Charity is controlled by the partners on the basis of one vote for each director:

Name	Nature of Related party	Transaction Type	Value	Debtors at 31 March 2021
ORCC	Common Control	Staff support & Overheads	£1,200	£1,200
ORCC	Common Control	Sundry Items	£13	-

18. Contingent Liabilities

There is no contingent liabilities or unfulfilled communities to grants as at the balance sheet date.