

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.

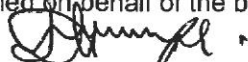
Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the incoming resources and application of resources, including the income and expenditure, of the company for that period. In preparing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

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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.

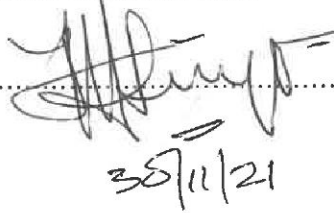
The Directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

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



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

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

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	<u>3,500</u>	<u>538.04</u>
	<u>13,256</u>	<u>47,355</u>

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	-
	<u>70,793</u>	<u>21,284</u>

Total funds	<u>84,049</u>	<u>68,639</u>
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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	<u>719</u>	<u>729</u>	<u>1,448</u>	<u>2,319</u>

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
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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	<u>55,732</u>	<u>30,416</u>

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	<u>2,210</u>	<u>2,210</u>
TOTAL	<u>21,762</u>	<u>12,923</u>

14. Statement of Funds

	At 31 March 2020	Income	Expenditure	Transfers	At 31 March 2021
	£	£	£	£	£
Unrestricted Funds					
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

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

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 via 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.