

Company No. 8248195

Charity No. 1149491

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**ALLIANCE FOR COHESION AND RACIAL EQUALITY LTD**

**TRUSTEES' REPORT AND UNAUDITED ACCOUNTS**

**FOR THE YEAR ENDED 31 MARCH 2022**

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## 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 10<sup>th</sup> October 2012 and registered as a charity on the 25<sup>th</sup> 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 25<sup>th</sup> 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.

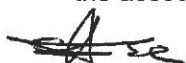
The procedures undertaken do not provide all the evidence that would be required in an audit, and information supplied by the Trustees in the course of the examination is not subjected to audit tests or enquiries, and consequently I do not express an audit opinion on the view given by the financial statements, 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
		£	£	£	£
<b>Income</b>					
Donations and legacies	2	1,230	27,042	28,272	36,633
Charitable activities	3	21,863	89,623	111,487	84,049
Investments					
<b>Total income</b>		<b>23,093</b>	<b>116,666</b>	<b>139,759</b>	<b>120,682</b>
<b>Expenditures</b>					
Charitable activities	5	25,445	116,666	142,111	96,462
<b>Total expenditures</b>		<b>25,445</b>	<b>116,666</b>	<b>142,111</b>	<b>96,462</b>
<b>Net income / expenditures</b>		<b>-2,352</b>	<b>0</b>	<b>-2,352</b>	<b>24,219</b>
Prior year adjustment			-22,776	-22,776	7,543
<b>Net movement in funds</b>		<b>-2,352</b>	<b>-22,776</b>	<b>-25,127</b>	<b>16,677</b>
Reconciliation of funds	14				
<b>Total funds brought forward</b>		<b>23,650</b>	<b>49,317</b>	<b>72,967</b>	<b>56,290</b>
<b>Total funds carried forward</b>		<b>21,298</b>	<b>26,541</b>	<b>47,840</b>	<b>72,967</b>

**Balance sheet as at 31 March 2022**

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

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

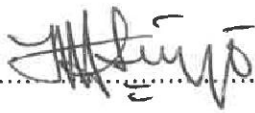
The Company was entitled to exempt from audit under section 477 of the Companies Act 2006 relating to small companies.

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

<b>Unrestricted funds</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Misc. income	1,230	
Transform Reading – VPN Router		323
Woodward Trust		1,000
<b>Total</b>	<b>1,230</b>	<b>1,323</b>
<b>Restricted funds</b>		
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
<b>Total Funds</b>	<b>27,042</b>	<b>36,433</b>
<b>Total Funds</b>	<b>28,272</b>	<b>37,756</b>

**3. Income from charitable activities****Unrestricted funds**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
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
	<b>21,863</b>	<b>13,256</b>

**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
	<b>89,623</b>	<b>69,669</b>
<b>Total funds</b>	<b>111,487</b>	<b>82,925</b>

**4. Investment Income**

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

**5. Analysis of expenditure on charitable activities**

	<b>Notes</b>	<b>Unrestricted</b>	<b>Restricted</b>	<b>2022</b>	<b>2021</b>
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
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
<b>TOTAL</b>	<b>25,445</b>	<b>116,666</b>	<b>142,111</b>	<b>96,462</b>

#### 6. Analysis of Governance Costs

	<b>Unrestricted</b>	<b>Restricted</b>	<b>2,022</b>	<b>2,021</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
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
<b>TOTAL</b>	<b>6,480</b>	<b>2,690</b>	<b>9,170</b>	<b>1,448</b>

#### 7. Analysis of office costs

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
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	
<b>TOTAL</b>	<b>17,811</b>	<b>3,991</b>

#### 8. Trustee Information

No expenses were paid to Trustees during the year.

#### 9. Employee information

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

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:

<b>2022</b>	<b>2021</b>
<b>2</b>	<b>2</b>

#### 10. Analysis of activities costs.

	<b>Unrestricted</b>	<b>Restricted</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
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
<b>TOTAL</b>	<b>10,369</b>	<b>4,477</b>	<b>14,846</b>	<b>6,635</b>

#### 11. Debtors

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

#### 12. Cash at Bank and in hand

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

#### 13. Creditors

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

## 14. Statement of Funds

	At 31 March 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
<b>Unrestricted Funds</b>					
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
<b>Total Unrestricted Funds</b>	<b>23,650</b>	<b>23,093</b>	<b>- 25,445</b>	<b>0</b>	<b>21,298</b>
<b>Restricted Funds</b>					
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
<b>Total Restricted Funds</b>	<b>49,317</b>	<b>116,666</b>	<b>-116,666</b>	<b>0</b>	<b>26,541</b>
<b>Total Funds</b>	<b>72,967</b>	<b>139,759</b>	<b>-142,111</b>	<b>0</b>	<b>47,839</b>

## Statement of Funds Previous year (2020-2021)

	At 31 March 2020	Income	Expend itures	Tran sfers	At 31 March 2021
	£	£	£	£	£
<b>Unrestricted Funds</b>					
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
<b>Total Unrestricted Funds</b>	<b>6,973</b>	<b>72,116</b>	<b>-47,897</b>	<b>0</b>	<b>23,650</b>
<b>Restricted Funds</b>					
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
<b>Total Restricted Funds</b>	<b>49,317</b>	<b>48,566</b>	<b>-48,565</b>	<b>0</b>	<b>49,317</b>
<b>Total Funds</b>	<b>56,290</b>	<b>120,682</b>	<b>-96,462</b>	<b>0</b>	<b>72,967</b>

### **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.