

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 Menase:
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	<u>112,067</u>	<u>50,756</u>

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)

	At 31 March 2021	Income	Expenditures	Transfers	At 31 March 2022
	£	£	£	£	£
Unrestricted Funds					
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.