

Race Equality North Somerset

England & Wales · Charity number 1162483

Details

Other names	NORTH SOMERSET BLACK AND MINORITY ETHNIC NETWORK, Race Equality North Somerset (RENS)
Status	Registered
Legal form	CIO
Registered	2015-07-01
Register	View on the Charity Commission register

Contact

Address	Race Equality North Somerset (RENS) The Other Place 81-83 Meadow Street Weston-super-Mare North Somerset BS23 1QL
Phone	03333355358
Email	office@rens.org.uk
Website	www.rens.org

Activities

Objects: TO PROMOTE THE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY WORKING WITH PEOPLE IN NORTH SOMERSET WHO ARE SOCIALLY EXCLUDED ON THE GROUNDS OF THEIR ETHNIC ORIGIN AND TO RELIEVE THE NEEDS OF SUCH PEOPLE AND ASSIST THEM TO INTEGRATE INTO SOCIETY AND TO PROMOTE RACIAL HARMONY, IN PARTICULAR BUT NOT EXCLUSIVELY BY ALL OR ANY OF THE FOLLOWING MEANS: THE ADVANCEMENT OF EDUCATION, SOCIAL AND ECONOMIC INCLUSION AND GOOD RACE RELATIONS BY ELIMINATING DISCRIMINATION ON GROUNDS OF RACE AND ENCOURAGING EQUALITY OF OPPORTUNITY BETWEEN THE RACIAL GROUPS IN THE AREA OF BENEFIT; ASSISTING IN THE DEVELOPMENT OF VOLUNTARY SECTOR ORGANISATIONS REPRESENTING THOSE PERSONS REFERRED TO ABOVE; PROMOTING THE EFFICIENT APPLICATION OF RESOURCES FOR CHARITABLE PURPOSES BY CHARITIES AND VOLUNTARY ORGANISATIONS WORKING FOR THE BENEFIT OF OR FOR THE FURTHERANCE OF THE MINORITY ETHNIC VOLUNTARY SECTOR IN THE AREA OF BENEFIT.

Activities: We support and promote the rights and interests of Black, Asian and Minority Ethnic individuals groups and individuals by appropriate means, including advice, signposting, advocacy, referrals, training, and

by acting as a focal point of contact for, and on behalf of, Minority Ethnic communities in North Somerset.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Other Finance, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Arts/culture/heritage/science, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** People Of A Particular Ethnic Or Racial Origin

Geography

- North Somerset

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£119,284	£107,182	-	-
2024-03-31	£98,138	£38,785	-	-
2023-03-31	£176,476	£202,140	-	-
2022-03-31	£115,853	£70,665	-	-
2021-03-31	£21,683	£13,647	-	-

Trustees

Name	Role	Appointed
Ian Noah	Chair	2020-09-22
Karen Lee Roberts		2021-12-07
SAYD AHMED		2018-11-10
Yvonne Clark		2023-01-05

Race Equality North Somerset

England & Wales - Charity number 1162483

Accounts



Race Equality North Somerset Annual Report, 2024-2025

RENS

Race Equality North Somerset

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Introduction from the Chair

During the period of this report (April 2024 to March 2025) our charity, like many others working on the front lines of racial justice issues, faced many challenges. We needed to look closely at our approach in relation to meeting the needs of the changing context, to ensure that our strategy and operations continued to deliver a considerable range of positive impacts across our community.

Our work is complexity-informed at core, with a systemic approach that operates at the intersection of racial justice, cultural justice, social justice and systems change.

The result is that we are actively engaged at many levels in our community. Our work at a strategic level includes contributing to policy reform in the civic space and facilitating community engagement. We work with service delivery organisations including the Police, the NHS, and those in the VCSE sector to help address inequalities, and we collaborate with Academic Researchers. In the community, we listen and respond to expressed needs, we seek to build capacity, community agency and equity. We provide The Other Place, as a safe, inclusive space for community-led action, projects of all kinds, and a wide variety of regular and occasional events. We host a Public Living Room run on Camerados principles, and a volunteer-run community kitchen.

This Annual Report cannot cover everything, but we are delighted to provide a few highlights that provide an insight to our approach. These have been selected as those most likely to act as strong foundations for long-term outcomes and impact.

Finally, on behalf of our trustees, I would like to express our gratitude for the generous support of our patron, Dennis Burn OBE, Deputy Lieutenant; Mohammed Saddiq, the Lord-Lieutenant of Somerset; Rob Beckley, the High Sheriff of Somerset; John Crockford-Hawley, the Mayor of Weston; our Councils, both Councillors and Officers; our funders; the many organisations with whom we collaborate and, above all, our very hard-working team – especially our volunteers and supporters. Thank you, all.

We look forward to continuing to work together to help build a more equitable and inclusive community for all in North Somerset.



Ian Noah
Chair, Board of Trustees

Building Stronger, Building Together

During the year, as challenges internationally, nationally and locally continued to grow, the need for complexity-informed, strategic approaches became increasingly obvious.

Our work continued to be anchored by the four key workstreams identified in our Theory of Change: Racial, Cultural and Social Justice and Systems Change. However, as the year unfolded, three key, cross-cutting themes emerged. These are now being foregrounded as core considerations across all workstreams.

Agency

The impact of a lack of agency is profound, undermining all initiatives that seek to address the challenges people face.

Building capacity in the community through increasing opportunities for community members to take action based on their own lived experience, interests, and ideas is fundamental to our work.

The importance of agency is embodied in the philosophy and practices of The Other Place, an innovative, inclusive and collaborative space for community-led activities and experimentation. Although started and maintained by RENS, The Other Place is run by and for members of the community, and the fact that it is often seen as separate to RENS is a measure of its success.

The impact of lack of agency on marginalised communities is profound, undermining all initiatives that seek to address the challenges people face and there are no quick fixes. However, the importance of embedding questions of agency as a core consideration are highlighted by health inequalities research, and its absence carries high human, community and financial costs.

Social Capital

Similarly, whilst building trusted relationships has underpinned RENS approach for many years, the critical importance of this work has come into increasingly sharp focus over the last year. Bonding networks matter, particularly for individuals who would otherwise be isolated, and RENS continues to support the development of communities of interest and identity. However, for marginalised communities, social capital also requires strong bridging networks - the ability to access the breadth and variety of knowledge,

Building Stronger, Building Together

experience and opportunity that exists within wider ecosystems. Our hybrid approach, with simultaneous engagement at civic, service delivery and community levels creates strong bridging networks between sectors and, increasingly an ecosystem that supports fast action, wide reach and targeted action.

The value of strong networks was demonstrated in the summer of 2024. Following the race riots, we called two urgent meetings to provide space for discussion and coordinated response and we were deeply grateful to all those who responded, including MPs, Police, Councillors, and community members.

For marginalised communities, social capital requires strong bridging networks - the ability to access the breadth and variety of knowledge, experience and opportunity that exists within wider ecosystems.

Community Cohesion

With anger and hate becoming more normalised, we need counter narratives that are equally visible.

Over the year, events globally and nationally highlighted how rapidly things can change. North Somerset is not immune and we began to experience a surge in deliberately divisive narratives. With anger and hate becoming more normalised, we need counter narratives that are equally visible – bringing people together, to know one another as neighbours and friends rather than strangers.

With support from RENS, the first ever Weston Mela brought together over a thousand people over the course of the afternoon, sharing culture, entertainment and food – with everyone dancing together. Many participants were unaware that Weston has such a rich and vibrant South Asian community and feedback on the event was overwhelmingly positive.

We also launched our Many Cultures, One Community campaign to promote diversity and unity, and to celebrate the benefits that come from being an inclusive community where all belong.

Building Stronger, Building Together

Moving Forward

The three strands – Agency, Social Capital and Community Cohesion – are deeply interconnected and all are fundamental to the relational approaches that are now increasingly being adopted across public and VCSE sectors.

Failure to address any one of these considerations undermines the likely efficacy of work carried out to address the others, and all provide a touchstone for our work.

Additionally, the growth of overt and active racism and racist narratives is undeniably a very clear call to action. Values and principles that have been historically accepted and that underpin much of our legislation and many of our society's policies and practices, are now being contested, and there is an increasing need for us all to be clear about where we stand.

The growth of overt and active racism and racist narratives is undeniably a very clear call to action.

We are also very aware that the struggles facing all members of our community need to be addressed, not ignored. If we believe in equality, then we must all listen to and really hear one other. When resources are scarce it is easy to get drawn into arguing about who needs them most, but divide and rule has always served those in power and those who aspire to power better than those in need.

Creating a hostile environment for some affects us all; it disrupts, divides and destroys the cohesion within communities and makes many feel less safe.

Tackling these difficult and complex issues is a long term challenge that none of us can afford to lose, especially through ill-prepared thought or action.

More than ever, we needed to focus not only on what we were doing, but why.

With a rapidly changing and increasingly hostile context, with rises in overt racism and with direct challenge to accepted principles of equity, diversity, inclusion and belonging, our work on racial justice needed to adapt to meet new challenges.

While we continued to promote and support national, regional and local initiatives and educational activities that built awareness, our approach was iterative and we also began to focus more directly a range of activities that sought to build understanding.

Active Allies

In addition to and in support of our Making Anti-Racism Visible campaign, we launched our Active Allies network.

Through discussions with network members, we increasingly sought to take more complex – human rather than simply professional – factors into consideration.

Participants in the first workshop identified the need for support with difficult conversations, a need that was emphasised by the summer riots. Working with Ella Baker School of Organising, we subsequently ran Transformative Conversation workshops. These stimulated important discussions and were very well received.

The impact of our network meetings was not confined to the sessions, building deeper understandings between network members that had much wider benefits.

Race Riots

We all bore witness to the results of the hostile environment that demonises asylum seekers and Muslims and that has been years in the making. While there was relief that there were no overt disturbances in North Somerset, the underlying impact was still significant and very damaging to many members of our community. Many felt far more vulnerable in their work environment and on the streets due to the normalising of aggression and xenophobia. Others felt so unsafe that they were afraid to leave their homes.

As the only racial justice charity based in North Somerset, we responded to community concerns and held two meetings. These provided a shared safe space to listen to and acknowledge the fears, experiences and opinions of community representatives and stakeholders, including local MPs, Councillors and the police. From community feedback, we launched the 'SafeTaxi' service for those feeling vulnerable. We also set up a 'Standing Together' WhatsApp Group to facilitate ongoing conversation and positive action.

Islamophobia Awareness Month

The Race Riots publicly demonstrated the rapidly rising levels of Islamophobia in the UK and highlighted the importance of taking action to help prevent the weaponisation of hate. In past years, in addition to other activities, we have run very successful discussions. This year, post-riots, given the widespread impact on many members of our community, we believed that people would find a greater need than ever to discuss the issues. In fact, registrations were so low that we took the decision to cancel.

The Active Allies discussions had highlighted the fear of speaking about difficult issues and, with longer lead-in time and more publicity than other successful events, we had to assume that the desire for silence to avoid drawing attention was a factor.

Holocaust Memorial Day

We were very aware that many would find it harder to mark Holocaust Memorial Day at a time when Israel is being accused of genocide, but equally aware that silence allows hatred to flourish. In recognition of the importance of being able to have difficult conversations about the complex situations that arise in our lives, and in collaboration with HMD North Somerset and Refugees Welcome North Somerset, we trialled a new approach with two open discussions around the theme, 'When silence isn't golden'.

At both, initial questions were asked. How do we resist the weaponisation of identities and the dehumanisation of whole populations? How do we see beyond global and national narratives to the real consequences for our friends, neighbours and our communities? How do we find the words we need and the courage to speak? We then provided a quiet space – free of political agendas or driven outcomes – for reflective, respectful and thoughtful conversation, and shared feelings.

This approach was perhaps counter-intuitive. When things feel difficult, it is natural to want to be able to control the direction of conversations and this was an experiment with trusted partners. However, it succeeded beyond all expectations, with participants keen to have similar opportunities to share thoughts, feelings and experiences without a pre-defined direction of travel.

Council of Sanctuary

While there had been no visible evidence of growing division in Weston during the riots, this all changed with the motion calling on Weston Town Council to become a Council of Sanctuary. The demonstration against the motion was something that had not been seen in Weston before. Many who had intended to come to stand in support of the motion felt too intimidated to do so, and passed on by. Crowd control was needed to ensure the Chamber was not over capacity. Despite the heckling, objections and visible anger, the motion passed by a narrow margin.

This moment in time represented a clear turning point. The objections cited by some of those protesting against the motion went far beyond Asylum Seekers and included the 'Great Replacement' theory, a white supremacist narrative that targets all immigrants and all people of colour. Levels of racist beliefs, previously invisible to many, were finally and unavoidably starting to become visible.





INCLUSION TOGETHER

TRADITION RESPECT

UNITY CELEBRATION

BELONGING DIVERSITY

NARRATIVES EQUITY



manyculturesonecommunity.org.uk

Many Cultures, One Community

This simple statement, first shared during the Weston Mela, was used to shape and launch a public campaign to celebrate diversity and promote inclusivity and belonging in our community.

It highlights the rich diversity of cultures that make up our world, our country and our local communities, and the strength that we have when we all come together.

As part of the campaign, we have distributed window stickers and badges widely.

In line with our principles, which favour agency over ownership, we also published an unbranded website containing open source resources, to be used freely by anyone who wished, **manyculturesonecommunity.org.uk**

Informal feedback has been that members of the Refugee community feel safer when the person they are speaking to is wearing a badge.

Arts and culture is increasingly acknowledged as playing a vital part in individual and community health & wellbeing, and a way to unlock civic voice.

At present, local cultural community groups carry out significant amounts of work to support community wellbeing, largely unseen and on a voluntary basis. Bridging networks are extremely weak but tackling barriers to inclusion without addressing existing inequities is problematic, reinforcing existing power dynamics at best and becoming extractive and abusive at worst.

There is a clear need for cultural community organisations to be able to lead on creative activities and to develop and share these with the wider community on their own terms, to support the growth of an inclusive community and to help counteract growing narratives of hate. Cultural activities supported by RENS are run by members of the relevant community, with all invited to share.

In addition to the many cultural events and celebrations held at The Other Place through the year, our two major projects were the Weston Mela and Black History Month.



Weston Mela

The first ever Weston Mela was a grass roots event organised by members of the diverse South Asian communities in North Somerset, supported by RENS.

Planning started with eight weeks to go and no funding in place, but with a strong belief that the community would come together to make it happen. The response was more than could have been hoped for!

Over 130 businesses, organisations and individuals contributed the funds needed. The project management and comms team worked at high speed to bring everything together, including setting up an independent website, westonmela.org.uk and social media.

Many businesses and local organisations brought stalls, with food, beautiful craft items for sale, information, henna, art, craft and games, and over 30 volunteers ensured the event run smoothly.

Then there were the performers! A Dhol player, a guitarist, stunning dance and fashion performances from Weston Association of Malayalees and FYI Community, Afghan cultural dance and an outstanding performance from Chahat Mahmood Ali Qawwal on their international tour. These were enjoyed by more than a thousand people from all sectors of the community over the course of the afternoon.



Black History Month

This was the fourth year that RENS has celebrated Black History Month.

As previously, we managed an independent website to advertise local and regional BHM events and our own activities, bhmns.org.uk.

Our exhibition on the theme of 'Reclaiming Narratives' was officially opened by the Mayor and we were delighted to partner with members of the Nigerian Community to celebrate Nigerian Independence Day as part of our launch event.

We were also delighted to partner with Louise Hill-Davies and the Weston College Global Majority Group to produce the BHM Annual Forum. This fully-booked event, with its diverse line-up of speakers, thought-provoking discussions and performances was a resounding success, and attracted high praise from the many who attended.

Throughout October, it was a pleasure to see increasing activity celebrating Black History Month in many different locations, and to join Nailsea Tithe Barn for what has become a fully-booked annual event.



Social justice sits at the interface between social systems, the public sector and frequently marginalised communities. **As funding reduces, tackling inequalities has become increasingly important.** Collaborative ways of working, community engagement and community-led action have moved to the fore.

Inequalities manifest in many different systems including housing, employment, health and wellbeing. This year, our focus has primarily been on the latter two.



Health and Wellbeing

The growing focus on health inequalities resulted in significantly increased demand for RENS to work with organisations delivering statutory services – both as a consultee, and to facilitate connection with the global majority community.

In addition to attended regular meetings led by North Somerset Council and the ICB, RENS supported consultation on the new Joint Health and Wellbeing Strategy and other community engagement initiatives. We provided hot desking opportunities and also facilitated a wide variety of formal and informal meetings between service providers, and between service providers and community members.

Additional demand came from the Academic sector, as research priorities informed and mirrored the wider direction of travel.

Research requests primarily focussed on reaching global majority and frequently marginalised communities. Connections between the public sector and these communities are typically very weak, and are themselves a factor in the inequalities that exist. Trusted partners are essential and RENS actively collaborated on research initiatives led by Caafi Health, UWE and University of Bristol. Projects included looking at the priorities of the communities themselves, work on rare auto-immune conditions, and health inequalities in coastal communities (the latter as part of a major three year, UKRI funded research project across Blackpool, Hastings and Weston-super-Mare).

The Other Place

The Other Place sits at the heart of RENS Social Justice strategy. The provision of space and comms support enables individuals and communities to take action on their own behalf.

There are regular bookings, from ESOL classes to Comic Book Club. There are the projects that we host, from Photography to Mental Health support. There are Council run meetings and consultations, community group meetings and celebrations. There are dance practice sessions, advice sessions, business launches, memorial gatherings, and a monthly programme of public events. These are promoted on The Other Place website, theotherplace.org.uk, on our facebook page and in our newsletter.

The variety of activities involving all sectors supports the natural development of bridging networks, with people who would have been unlikely to ever meet, coming together through shared events and common interests in a rich relational space.



Cooking Challenge

The community kitchen is at the centre of The Other Place, with our international team of Chefs and Cooks regularly preparing food to share. Thanks to Weston Town Council and their Shaping Places for Healthier Lives Grant Funding, we were able to build on this and create our Cooking Challenge.

We began with Chefs and Cooks learning skills and recipes from one another, All members of the local community were invited to join us for lunch to taste the results! We set up a Cooking Circle Facebook group, [facebook.com/groups/cookingcircle](https://www.facebook.com/groups/cookingcircle) and a Cooking Challenge WhatsApp Group to increase reach and facilitate communications.

We had guest chefs and nutritional advisors, we took requests, and we celebrated festivals such as Holi and Nowruz with traditional food. As enthusiasm built, lunch socials took place almost daily - with over 600 meals served over the two months - and, as the list of people who wanted to learn to cook grew, so did our kitchen team.



Our approach is complexity-informed at core, with a focus on community-led, safe-to-fail experimentation, Participatory Action Research and creating the conditions for emergence. This approach underpins our work across all workstreams.

Throughout the year we have continued to actively explore the new ways of working that are emerging across the UK and that are proving effective in bringing about positive change.

Sharing Learning

To bring about desired change in a complex system, shared understandings matter.

We facilitated local discussion through a series of 'watch together' webinars, including webinars with Human Learning Systems, Betterway, and the Health Creation Alliance.

Bringing public and VCSE sector colleagues together for these discussions provided opportunities to better understand the system from different perspectives and consider how we might collaborate most effectively to tackle the challenges we are all facing in North Somerset.

Sharing Knowledge

We are continuing to reflect on the importance of knowledge equity within a relational system. This is an often overlooked area of injustice and discrimination that maintains and reinforces unhelpful power dynamics. We've been working on our own online knowledge ecosystem, and have already started to use it to support active and well-informed collaboration.

Metrics

However, with new approaches come new challenges and, with a complexity-informed approach, one of the most important is measurement.

If our focus goes beyond pre-defined targets, what data should we gather? What matters?

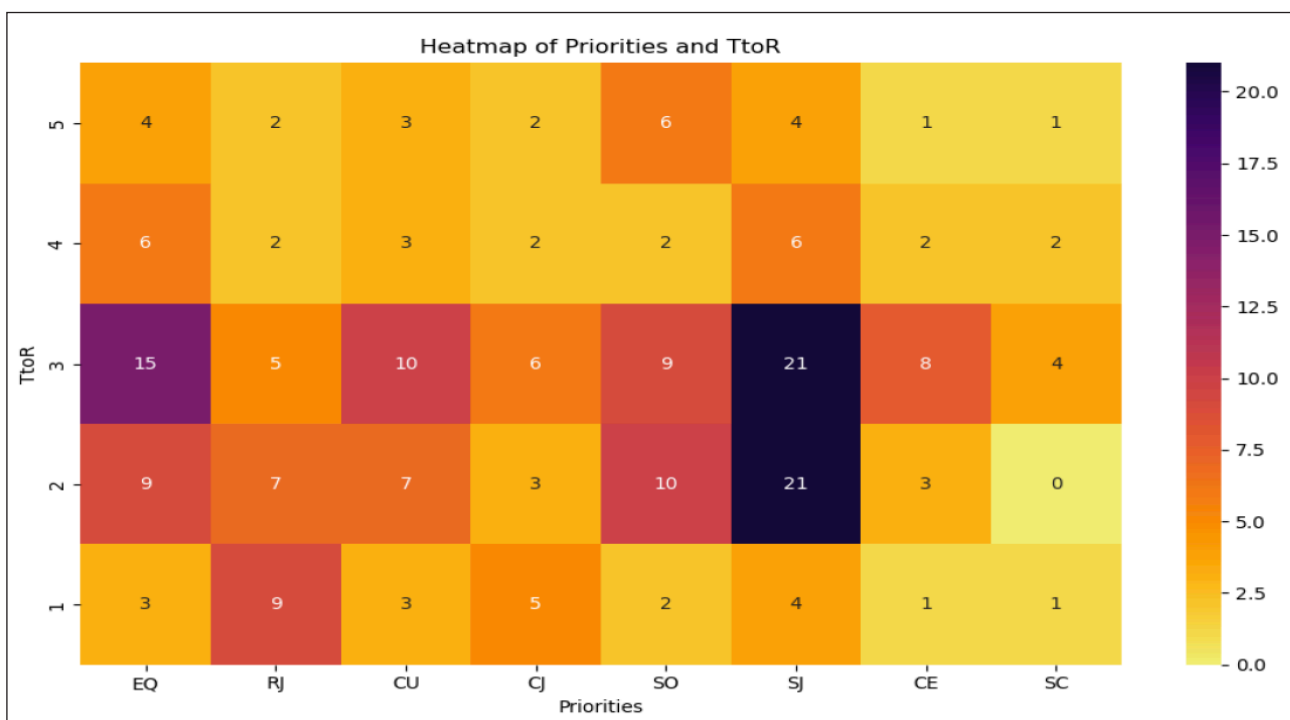
We were delighted to work with Bristol University's 180 Degrees Consulting, to explore new ways of understanding, measuring and communicating the impact of our work at a systemic level.

We identified relationships as a key metric and asked some important questions:

- What is the quality of the relationship?
- Is there a shared why?
- How about power dynamics?
- Is there real trust?
- Are there shared values?

Metrics (continued)

Over the year we had engaged with over 100 organisations, and we considered each against a variety of factors. The example below shows type of relationship (on a transactional to relational scale) against our four work streams, each divided into two parts to distinguish levels of activity. For example, a focus on Equalities relates to but is not the same as a focus on Racial Justice.



This heatmap shows the areas of most intense activity, with the work on health inequalities creating a notable hot spot. It formed a basis for discussions with organisations about how we might move to more relational ways of working. These discussions alone began to show positive changes, and the direction of travel is being mapped over time to show impact.

Transactional to Relational

1. No personal contact
2. Some Interaction
3. Partnership Potential
4. Moving towards Partnership
5. Active Partnership

RENS Priorities

- EQ = Equalities
- RJ = Racial Justice
- CU = Culture
- CJ = Cultural Justice
- SO = Social
- SJ = Social Justice
- CE = Community Engagement
- SC = Systems Change



RENS

Race Equality North Somerset

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Race Equality North Somerset

Annual Report and Financial Statements

For the Year Ended 31 March 2025

Charity Registered in England and Wales Number: 1162483

Race Equality North Somerset
Reference and Administrative Details
For the Year Ended 31 March 2025

Trustees

I Noah (Chair)
D Johnson
M Marega
M Robertson
F Salim
A Winder

Registered Office

The Other Place
81-83 Meadow Street
Weston-super-Mare
BS23 1QL

Independent Examiner

Michelle Ferris BSc (Hons) FCA DChA
Albert Goodman LLP
Goodwood House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX

Race Equality North Somerset
Trustees' Report
For the Year Ended 31 March 2025

Race Equality North Somerset (“RENS”) (previously North Somerset Black and Minority Ethnic Network) is a registered charity. The Trustees present their Report, together with the Financial Statements of the charity for the year ended 31 March 2025, which have been prepared in accordance with the current statutory requirements, and its governing documents.

Constitution

Race Equality North Somerset is a Charitable Incorporated Organisation, number 1162483, controlled and managed by the trustees, under a governing document dated 1 July 2015 and amended 6 June 2024. The name of the charity was North Somerset Black and Minority Ethnic Network until 6 June 2024, when the charity changed its name to Race Equality North Somerset.

Trustees

The following were Trustees during the year and since the year end:

I Noah	(Chair)
S Ahmed	(resigned 29 May 2025)
Y Clark	(resigned 5 September 2025)
S Salim	(appointed 15 August 2025, resigned 5 September 2025)
D Johnson	(appointed 5 September 2025)
M Marega	(appointed 5 September 2025)
M Robertson	(appointed 5 September 2025)
F Salim	(appointed 5 September 2025)
A Winder	(appointed 5 September 2025)

Trustees are appointed by the current board, based on their expertise and experience of the charity. New trustees receive a copy of the charity’s constitution, accounts and major policies on appointment. It is anticipated that any new trustees are likely to already be aware of the charity’s operations but full briefing will be given by existing trustees if required.

The charity is run on a day to day basis by its trustees. All trustees are volunteers and practically the operations are carried out by volunteers, both trustees and others. The charity does not have any paid staff.

The trustees consider the major risks to the charity at every meeting and what is being done to manage them.

Race Equality North Somerset
Trustees' Report
For the Year Ended 31 March 2025

Principal Activities and Objectives

The objects of the CIO as set out in the governing document are: *“To promote the social inclusion for the public benefit by working with people in North Somerset who are socially excluded on the grounds of their ethnic origin and to relieve the needs of such people and assist them to integrate into society and to promote racial harmony, in particular but not exclusively by all or any of the following means:*

- *The advancement of education, social and economic inclusion and good race relations by eliminating discrimination on the grounds of race and encouraging equality of opportunity between the racial groups in the area of benefit;*
- *Assisting in the development of voluntary sector organisations representing those persons referred to above;*
- *Promoting the efficient application of resources for charitable purposes by charities and voluntary organisations working for the benefit of or for the furtherance of the minority ethnic voluntary sector in the area of benefit.*

Achievements and Performance

The activities, achievements and performance of the charity are set out in the attached Annual Report.

Financial Review

The income of the charity increased by £21,146 in the year to 31 March 2025, to £119,284 (2024 - £98,138). Expenditure also increased from £38,785 to £107,182, meaning that the charity generated a surplus for the year of £12,102 (2024 – surplus of £59,353). Of the income received, £55,000 was restricted funds (2024 - £nil). Of the expenditure in the year, £15,020 was from restricted funds (2024 - £nil).

Overall, the funds of the charity carried forward totalled £101,103 (2024 - £89,001), of which £61,123 was unrestricted (2024 - £89,001) and £39,980 was restricted (2024 - £nil).

(Note: Related party transactions - Ian Noah (Trustee) is the partner of Alison Bancroft (Projects Director). It is acknowledged that Ian Noah has received reimbursements for payments and expenses made on behalf of the charity and that Alison Bancroft has received payments for her professional work for the charity – totalling £18,360.)

Statement of Trustees' Responsibilities

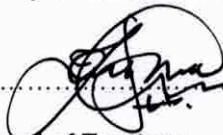
The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards relevant to smaller charities preparing their accounts on the receipts and payments basis.

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed/constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the board on 30th January 2026 and signed on their behalf by:


.....
I Noah
Chair, Board of Trustees

Race Equality North Somerset
Independent Examiners' Report
For the Year Ended 31 March 2025

Independent examiner's report to the Trustees of Race Equality North Somerset

I report to the trustees on my examination of the accounts of Race Equality North Somerset ("the charity") for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity's trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

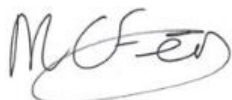
I report in respect of my examination of the charity's accounts as carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not comply with these records.

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



.....
Michelle Ferris BSc (Hons) FCA DChA
Albert Goodman LLP
Goodwood House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX

Date: 30 January 2026

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at bank and in hand	61,123	39,980	-
		-	-	-
		-	-	-
	Total cash funds	61,123	39,980	-
	(agree balances with receipts and payments account(s))			


Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Debtors	1,540	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	Accountancy	Unrestricted	1,440	
	Other creditors	Restricted	19,650	
	Other creditors	Unrestricted	2,500	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	I. D. Nohel	30.01.2026

Race Equality North Somerset

England & Wales - Charity number 1162483

Accounts

**Race Equality North Somerset
(previously North Somerset Black and Minority Ethnic Network)**

Annual Report and Financial Statements

For the Year Ended 31 March 2024

Charity Registered in England and Wales Number: 1162483

Race Equality North Somerset
Reference and Administrative Details
For the Year Ended 31 March 2024

Trustees

I Noah (Chair)
S Ahmed
Y Clark
K Roberts

Registered Office

The Other Place
81-83 Meadow Street
Weston-super-Mare
BS23 1QL

Independent Examiner

Michelle Ferris BSc (Hons) FCA DChA
Albert Goodman LLP
Goodwood House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX

Race Equality North Somerset
Trustees' Report
For the Year Ended 31 March 2024

Race Equality North Somerset ("RENS") (previously North Somerset Black and Minority Ethnic Network) is a registered charity. The trustees present their Report, together with the Financial Statements of the charity for the year ended 31 March 2024, which have been prepared in accordance with the current statutory requirements, and its governing documents.

Constitution

Race Equality North Somerset is a Charitable Incorporated Organisation, number 1162483, controlled and managed by the trustees, under a governing document dated 1 July 2015 and amended 6 June 2024. The name of the charity was North Somerset Black and Minority Ethnic Network until 6 June 2024, when the charity changed its name to Race Equality North Somerset.

Trustees

The following were Trustees during the year and since the year end:

I Noah (Chair)
S Ahmed
Y Clark
K Roberts

Trustees are appointed by the current board, based on their expertise and experience of the charity. New trustees receive a copy of the charity's constitution, accounts and major policies on appointment. It is anticipated that any new trustees are likely to already be aware of the charity's operations but full briefing will be given by existing trustees if required.

The charity is run on a day to day basis by its trustees. All trustees are volunteers and practically the operations are carried out by volunteers, both trustees and others. The charity does not have any paid staff.

The trustees consider the major risks to the charity at every meeting and what is being done to manage them.

Principal Activities and Objectives

The objects of the CIO as set out in the governing document are: *"To promote the social inclusion for the public benefit by working with people in North Somerset who are socially excluded on the grounds of their ethnic origin and to relieve the needs of such people and assist them to integrate into society and to promote racial harmony, in particular but not exclusively by all or any of the following means:*

- *The advancement of education, social and economic inclusion and good race relations by eliminating discrimination on the grounds of race and encouraging equality of opportunity between the racial groups in the area of benefit;*
- *Assisting in the development of voluntary sector organisations representing those persons referred to above;*
- *Promoting the efficient application of resources for charitable purposes by charities and voluntary organisations working for the benefit of or for the furtherance of the minority ethnic voluntary sector in the area of benefit.*

Achievements and Performance

During this financial year, RENS continued to redefine and consolidate its important role in the community. Our philosophy of Race Equality is distinguished by a deliberately inclusive, complexity-informed approach that recognises equity, diversity and the importance of belonging for (the well-being of everyone in) our wider community.

As the changes taking place in the Public Sector, post-Covid, gathered speed, there was (and continues to be) a substantial increase in demand for engagement with the VCSE sector with an increased focus on inequalities in Public Health and Community Wellbeing in particular.

One of the notable changes was the growing number of research and community engagement initiatives seeking to understand the changes needed to address these deeply embedded societal inequalities. The consequent impact on the operations and activities of RENS was significant and required an agile but appropriate response that would be sustainable within this new context.

Alongside these changes, at a time when national, mainstream narratives were increasingly focussing on migration as a problem, the population in North Somerset was becoming rapidly and visibly more diverse than at the time of the recent census in 2021. This, and the growth in far-right sympathies and activities, made tackling racism, at institutional and individual levels, ever more urgent.

While particular funded projects had their own quantitative and qualitative measures, the majority of our work for the year was focussed on:

- Continuing to develop strong and inclusive distributed systems to enable individuals and communities to take action.
- Engagement at a strategic level to influence the development of policy and more equitable ways of working.
- Gaining a deeper understanding of the changes in progress and how to work effectively within new systems.

To help ensure that the operational approach of RENS remained focused within the rapidly changing context of unprecedented levels of demand from other organisations, work began on creating new internal structures. We also developed our Theory of Change (supported by Black South West Network and Ubele's Phoenix Way funding) which crystallised our four interrelated areas of work – Racial Justice, Cultural Justice, Social Justice and Systems Change – as described below.

Racial Justice

Tackling Racism in all its forms is at the core of the work of RENS. Much of our focus in this area is on education, and we recognise the importance of working collaboratively with other major organisations and stakeholders in order to tackle institutional racism as well as social and individual incidents. However, racism, as a wicked (complex social problem), is notoriously solution resistant. To help provide an initial focus, we prioritised the following:

- Supporting initiatives that help to challenge narratives of hate, that build understanding and awareness of how racism manifests in different contexts, and that highlight the importance of being anti-racist, rather than merely non-racist.

Race Equality North Somerset

Trustees' Report

For the Year Ended 31 March 2024

- Promoting individual and collective action to help North Somerset become visibly anti-racist and to build a community culture of inclusion and belonging.

Key activities included:

- Promotion of national initiatives that provide a focal point to energise collaborative action through events and activities such as Black Inclusion Week, Gypsy Roma & Traveller History Month, Refugee Week, Black History Month, National Hate Crime Awareness Week, Islamophobia Awareness Month, Holocaust Memorial Day, and Race Equality Week.
- Launching our charity's 'Anti-Racism: Make It Visible' initiative, which builds on the findings of our 'Time for Change: Developing an Anti-Racism Strategy for Weston' (published by RENS in 2022).
- Providing three Anti-Racism Training Workshops for North Somerset Council's Children's Services directorate, which attracted over 200 attendees.
- Supporting Avon & Somerset Police on initiatives aimed at tackling institutional racism (which they publicly acknowledged in 2023) and helping to build trust in racially minoritised communities.
- Strengthening relationships by partnering with regional and national organisations on public presentations and events tackling narratives of hate, including discrimination against asylum seekers and the rise of Islamophobia.
- Providing support at times of crisis for local communities impacted by national events, such as the crisis in the Middle East and promoting humanitarian approaches through public events.

Cultural Justice

As North Somerset becomes increasingly diverse in its demography, there is an urgent need for initiatives that reflect and support the growth of an inclusive community where everyone can feel that they belong. To help achieve this, we adopted the following considered approaches:

- Exploring and supporting the needs of the diverse communities living and working within North Somerset, to make it easier for all communities to be able to celebrate and share their culture, and simply 'be themselves'.
- Normalising difference and developing connections between cultures to build community cohesion and wider cultural competency.
- Supporting and promoting national initiatives aimed at celebrating cultural diversity to help build a culture of inclusion and belonging.

Key activities included:

- Continuing to advocate a 'By Us and For Us' approach to all activities and events, building relationships with local cultural organisations, and supporting community-led events and activities, from Indian dance classes to Black History Month film events.

Race Equality North Somerset

Trustees' Report

For the Year Ended 31 March 2024

- Developing local partnerships and regional partnerships through active collaboration, including a local school's Festival of Culture, the UnMuseum project (developed by Black South West Network) and the Diverse Artist Network's Diaspora Festival.

Social Justice

Social justice is a concept that encompasses fairness, equality, and the pursuit of a just society. It is recognised as having five main principles: Access to resources, Equity, Participation, Diversity, and Human Rights. Focus areas include housing, food security, health, education, employment and the legal system. These are very challenging areas across all sectors of society, but issues of disproportionality need serious and careful consideration. In addressing social justice in the context of our work and our community, our priorities are currently:

- To better understand local needs and issues through research.
- To develop improved engagement methodologies - especially with those seldom heard.
- To support and participate in wider initiatives that help address social justice issues in our community.

Key activities included:

- Supporting a wide range of initiatives led by local organisations through facilitation at The Other Place, outreach work to ensure engagement with frequently marginalised communities, and participation at other events held locally. Focus areas included Health and Wellbeing, Climate Emergency, Sustainability, Business and Equalities.
- Collaborating on research projects with partners including the Council, VANS, organisations within the NHS Integrated Care System and University-led research projects.

Systems Change

We recognise that Racial, Cultural and Social Justice cannot be properly addressed without changing the underlying structures that create inequality. Institutional racism is deeply embedded in many of the systems in daily use and is often hard to identify. It is made invisible by being normalised and taken for granted because of the ubiquity of practices which maintain the status quo. We are exploring ways to challenge and reframe established ways of working that are steeped, however unintentionally, in separation and control.

Our work included:

- Understanding the ways in which inequality is deeply embedded in accepted ways of working.
- Developing a new knowledge ecosystem based on meaning and what matters, one that is open, transparent and actively collaborative.

Race Equality North Somerset

Trustees' Report

For the Year Ended 31 March 2024

- Highlighting the issue of power dynamics and surfacing differences and conflicts of interest in carefully managed ways.
- Collaborating with local partners to create the Equalities Alliance as a support framework for small, local front-line organisations addressing inequalities.
- Presenting our report 'Delivering Anti-Racism Systems Change at a Local Level' in an international Community of Practice webinar, convened by Wicked Lab.
- Considering ways to build a more secure and sustainable community-ecosystem. In particular, we began work on ways to build a community asset base, to provide an income stream to cross-subsidise front-line community spaces.

THE OTHER PLACE

The Other Place (RENS innovative, inclusive and collaborative space for community-led activities and experimentation) continued to provide an important strategic anchor and public window for the work of RENS; building connections and creating opportunities for active project-based collaboration. As a place-based initiative, embedded in local communities, it also proved invaluable in informing RENS ongoing strategic work with North Somerset Council, Weston Town Council, partners within the NHS Integrated Care System and other VCSE organisations.

Our inclusive 'Friends and Family' approach (a non-'service-led' approach that focuses on relationship building) has continued to support the emergence and development of community-led activities, as well as other organisation-led activities in the community. We supported over 30 organisations and individuals in delivering a wide range of targeted and public, regular and project-based activities over the year.

Our public-living room (a local partner of the national Camerados network), the variety of our activities and the many communities involved have increasingly generated fresh opportunities for rich interactions between groups and individuals, creating multiple community ripple effects and benefits beyond RENS. We also provided hot desking space for organisations and individuals, and support for people struggling with digital exclusion.

The success of our approach was well demonstrated by 'family' events that brought people together at times of celebration and need, including grief gatherings following the unexpected deaths of two of our much-valued core team members.

Notable events also included:

- The very positive response to our case study, 'The Other Place', which was presented at Northumbria University's Towards Relational Public Services conference.
- Receiving the Mayor's Award which is given "...to people or organisations who make an outstanding contribution to the local community and add significantly to the quality of life of those around them... and is in recognition of their inspirational and dedicated work to Weston-super-Mare".

Conclusion

Through the year, our impact was most visibly demonstrated through the growth in requests for collaboration and/or support from a wide range of organisations who are active in the local ecosystem, and the increase in the number and variety of requests for use of The Other Place – both for regular activities and projects seeking to reach frequently marginalised members of the community.

Our most significant challenge continues to be the speed of change in relationships between the Public and VCSE sector and the increase in demand for engagement. In addition to the need to build robust internal systems to help manage this demand, we also became increasingly aware of the need for appropriate ways to measure and evaluate social impact at a systems level. This will form an important part of our work over the coming year.

The Trustees confirm that they have paid due consideration to the Charity Commission's guidance on public benefit, as described in our charitable objects. As the oldest and most experienced locally based charity run for and by racially minoritised groups and the only such charity working across all levels of the community, we are aware of our special status and the responsibility we carry. Our dedication to promoting racial equality is widely recognised and with a continuing, successful record of careful innovation, strategic impact and community-wide engagement, we continue to ensure that the Charity Commission's guidance on public benefit is appropriately fulfilled.

We are grateful for the support of all our funders (including Black South West Network, National Grid, North Somerset Council, Sirona Foundation and Voluntary Action North Somerset) and also for the support of our Patron, the Deputy Lieutenant Denis Burn as well as the High Sheriff of Somerset; North Somerset Council, the Mayor and Town Council of Weston-super-Mare, and the many other statutory, business and VCSE organisations and individuals with whom we work, locally, regionally and nationally, and who generously provide us with their time, experience and expertise.

Thank you to everyone who has, and who continues to, support our work.

Race Equality North Somerset
Trustees' Report
For the Year Ended 31 March 2024

Financial Review

The income of the charity fell by £78,338 in the year to 31 March 2024, to £98,138 (2023 - £176,476). This was due mostly due to the final receipt of Community Renewal Funding from North Somerset Council being received last year (2023 - £164,677). Associated expenditure also fell from £202,140 to £38,785, meaning that the charity generated a surplus for the year of £59,353 (2023 – deficit of £25,664). This is entirely due to the cessation of spending from the Community Renewal Funding which was brought forward from the prior year. The project was completed in November 2022, and the fund was fully spent, with a management charge being shown as a transfer between funds. No more restricted funds have been received since.

Overall, the funds of the charity carried forward totalled £89,001 (2023 - £29,648), entirely made up of unrestricted funds.

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards relevant to smaller charities preparing their accounts on the receipts and payments basis.

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed/constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the board on 30 January 2025 and signed on their behalf by:

I Noah
Trustee

Race Equality North Somerset
Independent Examiners' Report
For the Year Ended 31 March 2024

Independent examiners report to the Trustees of Race Equality North Somerset

I report to the trustees on my examination of the accounts of Race Equality North Somerset ("the charity") for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity's trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of the charity's accounts as carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act;
or
2. the accounts do not comply with these records.

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

Michelle Ferris BSc (Hons) FCA DChA
Albert Goodman LLP
Goodwood House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX

Date: 30 January 2025



Receipts and payments accounts

For the period from	Period start date 01/04/2023	To	Period end date 31/03/2024
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grants received	96,000	-	-	96,000	174,677
Donations	1,450	-	-	1,450	800
Other Income	688	-	-	688	999
Sub total (Gross income for AR)	98,138	-	-	98,138	176,476
A2 Asset and investment sales, (see table).					
Sub total	-	-	-	-	-
Total receipts	98,138	-	-	98,138	176,476
A3 Payments					
Rent	11,100	-	-	11,100	3,300
Grants paid	9,000	-	-	9,000	-
Consulting	5,421	-	-	5,421	-
Utilities	3,352	-	-	3,352	12,466
General Consumables	2,928	-	-	2,928	-
Accountancy	2,001	-	-	2,001	3,523
IT software and Consumables	1,359	-	-	1,359	-
Volunteer expenses	1,274	-	-	1,274	-
Insurance	1,235	-	-	1,235	408
Donations	1,038	-	-	1,038	4,650
Telephone Charges	815	-	-	815	490
Repairs and maintenance	693	-	-	693	-
Events	686	-	-	686	80,647
General expenses TOP	608	-	-	608	-
Training Courses and classes	464	-	-	464	15,432
Printing and Stationery	460	-	-	460	-
Advertising and marketing	298	-	-	298	7,300
Bank Charges	120	-	-	120	405
General expenses RENS	56	-	-	56	-
Subscriptions	35	-	-	35	-
Resources	18	-	-	18	-
Rates	(4,176)	-	-	(4,176)	6,779
Projects & Equipment	-	-	-	-	34,747
The Other Place	-	-	-	-	8,405
LGBT forum	-	-	-	-	7,513
Other expenditure	-	-	-	-	7,214
Kitchen expenses	-	-	-	-	5,315
Renew project	-	-	-	-	2,123
Mileage	-	-	-	-	1,423
Sub total	38,785	-	-	38,785	202,140
A4 Asset and investment purchases. (see table)					
Sub total	-	-	-	-	-
Total payments	38,785	-	-	38,785	202,140
Net of receipts/(payments)	59,353	-	-	59,353	(25,664)
A5 Transfers between funds					
A6 Cash funds last year end	29,648			29,648	55,312
Cash funds this year end	89,001			89,001	29,648

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at bank and in hand	89,001	-	-
		-	-	-
		-	-	-
	Total cash funds	89,001	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
	Accountancy	Unrestricted	1,380	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name		Date of approval
	I Noah	I Noah		30/01/2025

Race Equality North Somerset

England & Wales - Charity number 1162483

Accounts

**North Somerset Black and Minority Ethnic Network
(operating as Race Equality North Somerset)**

Annual Report and Financial Statements

For the Year Ended 31 March 2023

Charity Registered in England and Wales Number: 1162483

North Somerset Black and Minority Ethnic Network

Reference and Administrative Details

For the Year Ended 31 March 2023

Trustees

I Noah (Chair)

S Ahmed

Y Clark

K Roberts

Registered Office

The Other Place

81-83 Meadow Street

Weston-super-Mare

BS23 1QL

Independent Examiner

Michelle Ferris BSc (Hons) FCA DChA

Albert Goodman LLP

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Blackbrook Park Avenue

Taunton

Somerset

TA1 2PX

North Somerset Black and Minority Ethnic Network

Trustees' Report

For the Year Ended 31 March 2023

North Somerset Black and Minority Ethnic Network (operating under the name of Race Equality North Somerset or RENS) is a registered charity. The trustees present their Report, together with the Financial Statements of the charity for the year ended 31 March 2023, which have been prepared in accordance with the current statutory requirements, and its governing documents.

Constitution

North Somerset Black and Minority Ethnic Network is a Charitable Incorporated Organisation, number 1162483, controlled and managed by the trustees, under a governing document dated 1 July 2015.

Trustees

The following were Trustees during the year and since the year end:

I Noah (Chair)

S Ahmed

Y Clark

K Roberts

(appointed 5 January 2023)

Trustees are appointed by the current board, based on their expertise and experience of the charity. New trustees receive a copy of the charity's constitution, accounts and major policies on appointment. It is anticipated that any new trustees are likely to already be aware of the charity's operations but full briefing will be given by existing trustees if required.

The charity is run on a day to day basis by its trustees. All trustees are volunteers and practically the operations are carried out by volunteers, both trustees and others. The charity does not have any paid staff.

The trustees consider the major risks to the charity at every meeting and what is being done to manage them.

Principal Activities and Objectives

The objects of the CIO as set out in the governing document are: *"To promote the social inclusion for the public benefit by working with people in North Somerset who are socially excluded on the grounds of their ethnic origin and to relieve the needs of such people and assist them to integrate into society and to promote racial harmony, in particular but not exclusively by all or any of the following means:*

- *The advancement of education, social and economic inclusion and good race relations by eliminating discrimination on the grounds of race and encouraging equality of opportunity between the racial groups in the area of benefit;*
- *Assisting in the development of voluntary sector organisations representing those persons referred to above;*
- *Promoting the efficient application of resources for charitable purposes by charities and voluntary organisations working for the benefit of or for the furtherance of the minority ethnic voluntary sector in the area of benefit.*

North Somerset Black and Minority Ethnic Network

Trustees' Report

For the Year Ended 31 March 2023

Achievements and Performance

At the end of 2021, through grant funding, Race Equality North Somerset (RENS) had received over £270k to help build a community hubs network in Weston through a programme of complexity-informed Participatory Action Research. New premises, acquired in February 2022, had been officially opened at the end of March as 'The Other Place', a space for inclusive, community-led experimentation and action.

Operating as a 'no agenda' space and Public Living Room, it has brought together communities and individuals with a wide variety of lived experiences. It provides opportunities for many new connections to be made leading to the growth of a diverse, inclusive and welcoming community, a 'second home' for many.

The Other Place also provides an important base for RENS activities, supporting the development of existing projects, opening up new opportunities for significant new initiatives and facilitating widespread community engagement.

Lasting partnerships were formed with other community organisations working with frequently marginalised groups. This supported an intersectional approach, and the growth and expansion of trusted networks. Strong working relationships were also developed with voluntary sector organisations working at scale and at a strategic level, with North Somerset Council, Weston Town Council, and many VCSFE organisations including those working within the Integrated Care System locally.

These wider strategic partnerships have been particularly important in what has been a period of significant and substantial change, post-pandemic, within the public sector. With the increased focus on community engagement and collaboration, The Other Place has provided an important point of connection between the public sector and frequently marginalised communities.

The work carried out has provided valuable, detailed insights into the challenges being faced by many and some of the wider systemic issues at a local level. Importantly, it has highlighted opportunities for building strength and expanding reach through the development of a community ecosystem that helps to address complex interrelated racial, cultural and social problems in ways that benefit all.

Significant charitable activities undertaken in the year were:

- Successful management, distribution and delivery of the largest single Community Renewal Grant received by any local voluntary charity of our size, has demonstrated not only our capacity for innovation, but also our capacity for competent project leadership and management, further building our credibility and relevance as a charity worthy of having been bestowed with the Queens Award for Voluntary Services in 2020.
- Developing a Cultural Heritage and Anti-Racism education programme that engages with national initiatives such as Race Equality Week, Black Inclusion Week, Black History Month and Islamophobia Awareness Month and brings a local focus. Benefits have included developing connections with leading organisations nationally, opportunities to promote initiatives to local organisations and more sustained and sustainable outreach programmes.
- Creating a welcome space for members of the Refugee and Asylum Seeker communities provided an important place of connection that helped combat isolation, build friendships, and facilitate the work of support organisations. The evidence of need generated a range of new initiatives led by others, which continue to be supported by RENS.

North Somerset Black and Minority Ethnic Network

Trustees' Report

For the Year Ended 31 March 2023

- Direct support for over 40 different projects, organisations, events and activities has contributed to raising awareness of the issues, shared learning, and also providing specific services and resources, and improving community relations.
- Support for cultural groups has helped amplify work being carried out by existing groups, created a new social and cultural support organisation for the African and Caribbean community, and brought new connections and strengthened existing.
- Setting up 'Cookspace', a community kitchen that helps tackle food insecurity, has facilitated the development of new cooking skills and the regular sharing of food from a range of cultures within the wider community.
- Supporting the development of other community spaces has built strong partnerships and an interconnected community hubs network that continues to grow.
- The publication of three reports: *'Time for Change: Developing an Anti-Racism Strategy for Weston'*, *'Talking Towns: A Place Based Conversational AI Project'*, and *'The Other Place: A Feasibility Study'* has shared learning and contributed to the understanding of some of the issues faced by racially and culturally minoritised groups.
- Highlighting the importance of tackling racism as a complex problem and using Wicked Lab's Tool for Systemic Change to demonstrate the advantages of a transparent and accountable system that supports collaborative action, tracks activity, avoid duplication and identifies gaps in effort.

The pandemic brought with it significant social change and starkly highlighted the impact of inequalities on individuals and communities. Key priorities included bringing people back together in positive ways to rebuild connections and support wellbeing, understanding need within an emerging context and identifying the ways RENS could have most impact.

Through a complexity-informed programme of Participatory Action Research, we created a 'safe-to-fail', experimental environment to explore these issues and the resulting outcomes significantly exceeded expectations.

The Other Place provided an incubator space for initiatives and brought many together who would not otherwise have been likely to meet. It normalised and celebrated diversity and created fertile ground for new conversations and collaborations to develop. Importantly, the complexity-informed approach identified issues of equity and inclusion that need serious consideration if wellbeing initiatives are to achieve their objectives and we began to develop replicable ways of working that would actively contribute to success.

The rapid growth of the Community Hubs Network demonstrated clear need. The day-to-day involvement has built understandings of the work being carried out by all, and the depth and strength of the partnerships that were developed continues to provide active, informal and formal support for all involved – significantly enriching the range of opportunities available.

At a strategic level, RENS involvement in a range of Public and VCSE sector initiatives has built connectivity and supported the reciprocal flow of information between these initiatives and grass roots, front-line projects.

North Somerset Black and Minority Ethnic Network

Trustees' Report

For the Year Ended 31 March 2023

Quantitative and qualitative measures have been used to assess both the number of connections made and their impact.

During the Community Hubs funded period we counted visits to The Other Place for events and for drop-in visits. Throughout the period, numbers notably increased for both. We also counted 'Knowledge Transfers', each representing a significant level of engagement with another organisation. During the 'Cookspace' funded project, we counted the number of hot meals provided, the number of people with improved cooking skills and the number of people visiting the Public Living Room.

While these provided useful measures at specific points in time, a primary focus has been on building a well-connected, strong and inclusive, distributed system that enables individuals and communities to take action and that supports initiatives to create a cohesive community, where all feel they belong. We have supported the opening of five new community spaces, two new social enterprises, and multiple new community groups (both formal and informal). These have significantly contributed to the development of a wide reaching, trusted network.

However, perhaps the most significant measure is the success of The Other Place. What started as a time-limited feasibility study has established itself as a known and valued resource within the community and is continuing to provide a base for RENS to develop further initiatives of direct benefit to the RENS community.

The most significant challenge for us during this period was the rapid growth of a wide range of activities within a fast-changing context, as the country and public sector emerged from the pandemic. This was positive in the opportunities it created, but it also presented a need to restructure internal operations, policies and procedures to take account of new systems emerging in the wider context and to build capacity at speed. This work is ongoing.

The Trustees confirm that they have paid due consideration to the Charity Commission's guidance on public benefit, as described in our charitable objects.

As the oldest and most experienced charity run for and by ethnic minorities in North Somerset and the only locally based charity solely dedicated to promoting racial equality and with a successful record of strategic impact and community-wide engagement, we continue to ensure that the Charity Commission's guidance on public benefit is appropriately fulfilled.

We are grateful for the support of our funders including the UK Government Community Renewal Fund and the National Grid. We are also grateful for the support of our Patron, the Deputy Lieutenant Denis Burn as well as the High Sheriffs of Somerset; the Town Mayor and Town Council of Weston-super-Mare, North Somerset Council, and the many VCSFE organisations and individuals with whom we work and who generously provide us with their time, experience and expertise. Thank you to everyone who has, and continues to, support our work.

North Somerset Black and Minority Ethnic Network

Trustees' Report

For the Year Ended 31 March 2023

Financial Review

The income of the charity rose by £60,623 in the year to 31 March 2023, to £176,476 (2022 - £115,853). This was due entirely to the final receipt of Community Renewal Funding from North Somerset Council, amounting to £164,677 (2022 - £109,785). Associated expenditure also rose from £70,665 to £202,140, meaning that the charity generated a deficit for the year of £25,664 (2022 – surplus of £45,188). This is entirely due to spending down the Community Renewal Funding which was brought forward from the prior year. The project was completed in November 2022, and the fund was fully spent, with a management charge being shown as a transfer between funds. There was a net surplus on the unrestricted funds for the year of £3,351.

Overall, the funds of the charity carried forward totalled £29,648 (2022 - £55,312), entirely made up of unrestricted funds (2022 – restricted surplus of £50,583 for the Community Renewal Fund).

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards relevant to smaller charities preparing their accounts on the receipts and payments basis.

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed/constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the board on 30 January 2024 and signed on their behalf by:

I Noah
Trustee

North Somerset Black and Minority Ethnic Network
Independent Examiners' Report
For the Year Ended 31 March 2023

Independent examiners report to the Trustees of North Somerset Black and Minority Ethnic Network

I report to the trustees on my examination of the accounts of North Somerset Black and Minority Ethnic Network ("the charity") for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity's trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of the charity's accounts as carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act;
- or
2. the accounts do not comply with these records.

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

Michelle Ferris BSc (Hons) FCA DChA
Albert Goodman LLP
Weston Gateway Business Park
3 Filers Way
Weston-super-Mare
BS24 7JP

Date: 31 January 2024



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
North Somerset Black and Minority Ethnic Network

No (if any)
1162483

Receipts and payments accounts

CC16a

For the period from	Period start date 01/04/2022	To	Period end date 31/03/2023
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
North Somerset D.C Grant	-	164,677	-	164,677	109,785
Donations	800	-	-	800	6,055
Other Income	999	-	-	999	13
National Grid funding	10,000	-	-	10,000	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	11,799	164,677	-	176,476	115,853
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	11,799	164,677	-	176,476	115,853
A3 Payments					
Bank Charges	110	295	-	405	71
Projects & Equipment	-	34,747	-	34,747	14,400
Kitchen expenses	425	4,890	-	5,315	-
Media and comms	-	7,300	-	7,300	-
Events	1,918	78,729	-	80,647	-
Mileage	91	1,332	-	1,423	-
Accountancy	27	3,496	-	3,523	-
Rates	-	6,779	-	6,779	-
Insurance	-	408	-	408	312
Utilities	2,946	9,520	-	12,466	1,004
Other Expenditure	265	6,949	-	7,214	6,937
Rent	1,200	2,100	-	3,300	15,480
Training Courses and classes	450	14,982	-	15,432	5,189
Softwares and Websites	-	-	-	-	26,723
Donations	-	4,650	-	4,650	-
LGBT forum	-	7,513	-	7,513	-
Renew project	-	2,123	-	2,123	-
The Other Place	792	7,613	-	8,405	-
Telephone Charges	224	266	-	490	549
Sub total	8,448	193,692	-	202,140	70,665
A4 Asset and investment purchases. (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	8,448	193,692	-	202,140	70,665
Net of receipts/(payments)	3,351	- 29,015	-	- 25,664	45,188
A5 Transfers between funds	21,568	- 21,568	-	-	-
A6 Cash funds last year end	4,729	50,583	-	55,312	10,124
Cash funds this year end	29,648	-	-	29,648	55,312

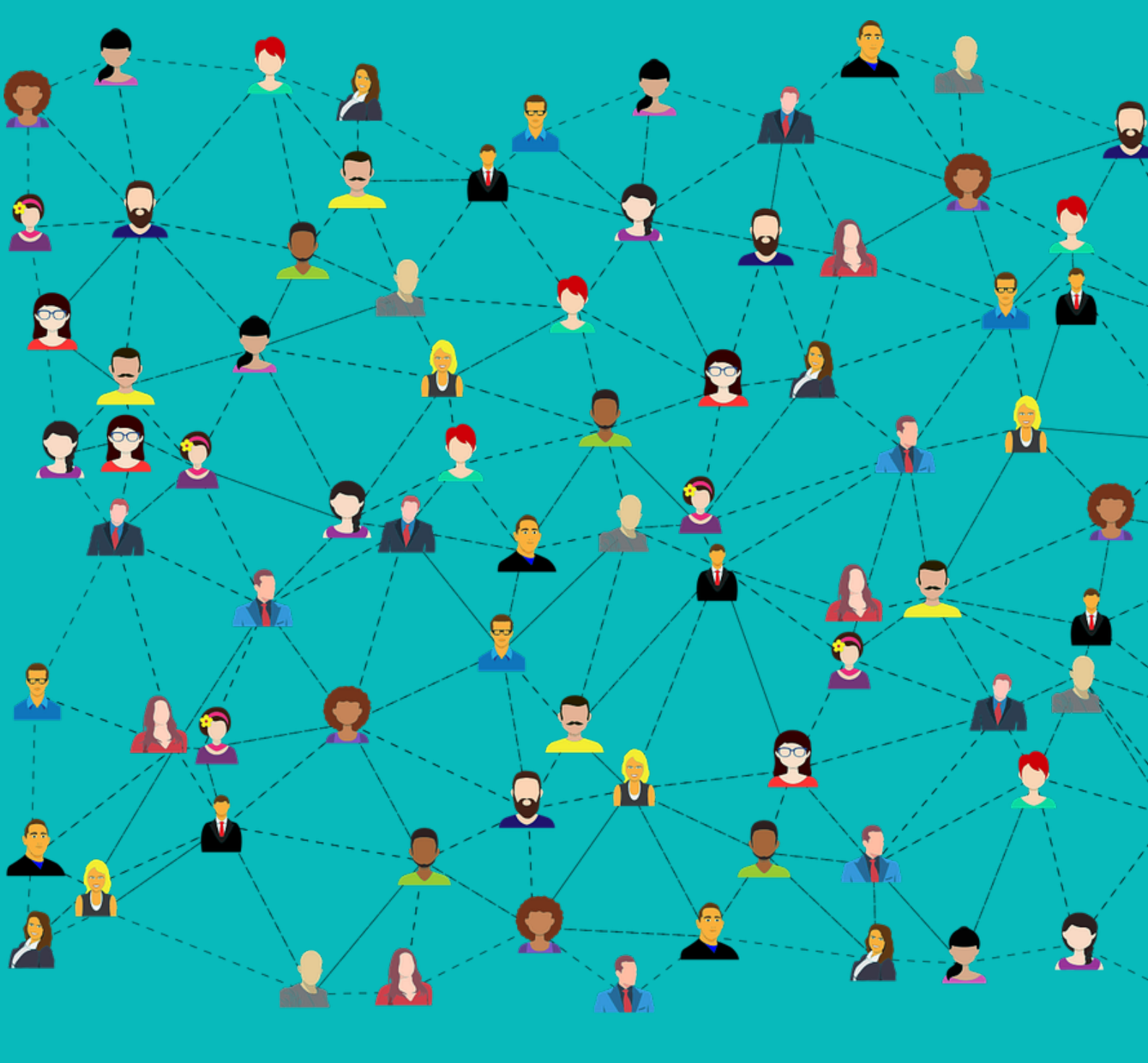
Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at bank and in hand	29,648	-	-
		-	-	-
		-	-	-
	Total cash funds	29,648	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
	Accountancy		1,320	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	Ian Noah	I Noah	30/01/2024	

Race Equality North Somerset

England & Wales - Charity number 1162483

Accounts



North Somerset Black and Minority Ethnic Network
(operating as Race Equality North Somerset)

Annual Report 2021 to 2022



The Queen's Award
for Voluntary Service





North Somerset Black and Ethnic Minority Network is the name that we have used for many years. However, it was widely agreed that it was time for a new name.

Our new name Race Equality North Somerset (RENS) emphasises the importance of race equality as being of paramount importance in our charity's work and in our view of society.

Our new logo has been specially designed to not only highlight the 'equals' symbol but also to be uniquely responsive to its application and context. It now provides us with the creative ability to show our solidarity with project partners and campaigns by using their own colours when working collaboratively.

In the examples below, the logo was adapted to show our support for a variety of partner initiatives. From left to right: UK AIDS Memorial Quilt Exhibition, Big Green Week, Islamophobia Awareness Month and Holocaust Memorial Day.



A period of transition

This report uses our new name of Race Equality North Somerset (RENS) which has been approved by the Charity Commission as our working name, and which we have been successfully using since we launched our rebrand during Race Equality Week in February 2022. Our new name, reflecting our refreshed commitment to our charity's objects, has been welcomed by VCSFE organisations and is to be formally adopted as part of our updated Constitution at the next AGM.

Our previous Annual Report (2020-21) covered the period of the three COVID related lockdowns that ran from the end of March 2020 to the end of March 2021. Here, we cover the financial year April 2021 to March 2022 and focus on the actions taken following the final lockdown to begin the process of recovery and rebuilding.

During the period of COVID and lockdowns, it rapidly became clear that a return to past activities was neither possible in practical terms nor appropriate within a radically changed landscape. The end of the pandemic heralded the beginning of period of significant transition where we needed to review and reconsider the ways we could best fulfil our objectives.

Two areas in particular shaped our planning; the impacts of the pandemic on daily operations and the increased national and local focus on the impacts of inequality and racism.

Post pandemic, while Wellbeing Café's continued online, many remained reluctant to meet in person. Spaces used by the community closed and online meetings became the new norm. Our Digital Inclusion grant from the National Lottery Community Fund, which allowed us to provide software, training and hardware, provided valuable support for members of the community who needed to continue working this way. However, volunteers who had previously been able to provide a drop-in service and a range of activities at our office in Orchard Place were unable to continue, and it was clear that reopening the office as it was previously used would not be practical.

The context of operations had also changed. The murder of George Floyd had shone a spotlight on the devastating impacts of racism and the pandemic had highlighted the damaging impact of widespread inequalities in the population.

Weston Town Council pledged to be anti-racist in November 2020 and discussions were in progress with North Somerset Council regarding a similar pledge (subsequently adopted in April 2022). Organisations across all sectors were bringing a new focus to the issues raised and there was an obvious need for our organisation to respond by fulfilling a more strategic role.

In response to these challenges, we began to develop a two pronged strategy to reconsider both our approach to community engagement and our operational involvement at a strategic level.

Introduction from the Chair

Community and Inclusivity

Historically, Black, Asian and other ethnic communities have been minoritised and marginalised, leading to mistrust and tensions within and between communities. If we are to have a truly inclusive society that is free from discrimination, then all ethnicities need to be acknowledged and respected as equal and contributory partners in all aspects of life in the UK.

It was with this underlying philosophy that our charity's small single-room office was redesigned and relaunched as a free community hub space; to be used not just for our own organisation or as a drop-in for associated communities but rather for the entire community in which we are all (or should be) equal participants. It was to be a place where the community - of any and all races - could meet or hold events, as equals, and learn more about each other and explore how we can all work collaboratively to improve wellbeing in the lives of everyone.

With the success of North Somerset Council's Community Renewal Fund application, we were able to further develop this approach with the opening of The Other Place.

Organisational and strategic context

Our charity has been considering a change of name for a long time. As an established, 15 year old, award-winning organisation, any new name needed to connect with our own history, acknowledge the many changes in society that have taken place during our existence and also be relevant to contemporary issues in our society. The renewed society-wide attention on issues of racism in particular (and equality in general) highlighted the fact that this new branding was long-overdue and that changes to our name and operational style were now an imperative.

Changing an organisation's name is never easy, but careful consideration was made even more critical in the context of current terminology used in relation to issues of race, ethnicity and culture – particularly as the terms 'BME' or 'BAME' are now regarded as highly contentious and discredited.

Following research and a range of discussions, we returned to a name originally suggested by our Board of Trustees in 2013, which was felt to more clearly communicate our mission and vision; 'Race Equality North Somerset' (RENS). We chose to publicly announce our new name during Race Equality Week (which we began promoting in 2022), and it was welcomed not only by those of various ethnic minority groups but also by the local councils, funders and other organisations in North Somerset and beyond.

In the wider context, the Government Census 2021 showed that more than 1 in 6 people in England and Wales have been born outside the UK. This changing demographic is reflected in the fact that over 80 languages are being spoken amongst our increasingly ethnically diverse communities in North Somerset, and we recognised the growing demand for us, as a dedicated local charity, to support the appropriate identification, co-ordination and delivery of targeted strategies and services.

Introduction from the Chair

However, such work must always be done with regard to the principle of 'Nihil de nobis, sine de nobis' ('Nothing about us without us'). Consequently our new strategy also involves increasing engagement, partnership and collaboration with other organisations and local initiatives covering topics such as Anti-Racism, Placemaking; Business and Economic Development; Asylum Seekers, Refugees and Migrants; Housing; Policing; Health and Wellbeing amongst others.

Conclusion

As we continue developing our programme of activities, our work and our role are being increasingly recognised as making a valuable contribution to discussions relating to the positive, holistic development of the community as a whole.

All of this work could not have been done without the generous support of our patron, Dennis Burn OBE, Deputy Lieutenant; the Lord-Lieutenant of Somerset, Annie Maw; the High Sheriff, Thomas Sheppard; the Mayor of Weston, Cllr James Clayton; the Councillors and Council Officers of both Councils; and the tremendous collaborative efforts of the many organisations and volunteers whose opinions and hard work inform and guide our activities everyday. Our sincere thanks to everyone who has worked with us and accompanied us on our journey in what was undeniably a challenging, but hugely successful, year of transition.

We look forward to building on this foundation; continuing to explore new ways of working and new collaborations that will help us build and contribute towards a more equitable and inclusive society for all in North Somerset.



Ian Noah
Chair, Board of Trustees

Activities and Impact THE CHAT ROOM



Issues of isolation, inclusion and community cohesion were brought into sharp relief by the pandemic, and the impact of these factors, coupled with the severity of disruption to informal and largely invisible support systems that have developed organically over many years, could not be underestimated.

While online meetings had helped fill some gaps, they had not replaced the need for face-to-face engagement. Many groups, including those that provided support for some of the most vulnerable, had been unable to meet online at all.

There was an urgent need for these groups, particularly those that were small and more informal, to be able to reconnect. Without positive action, there was also a danger that new and increasingly diverse communities in the town would remain disconnected at a structural level during recovery, limiting potential and opportunity.

From our conversations with a range of organisations and individuals, we believed that there was an urgent need for a community hub for all; a space that could harness synergies between community groups, continue to build on collaborative community action, spark chance encounters, and build enthusiasm for working together. Such connections need to be given the opportunity to grow organically, and it was felt that the bridging role played by a community hub would make a significant contribution to building towards better connected, more cohesive and resilient communities across Weston, actively enabling and facilitating community-led action.

Activities and Impact THE CHAT ROOM



What happens in The CHAT Room?

The CHAT Room is a multi-purpose space.

Sometimes it is open for anyone to drop in and you are welcome to come in to have a chat or just sit quietly.

Sometimes there will be exhibitions. We're opening this month with PROUD TO BE, a Black History Month exhibition that celebrates the contributions of black people to the UK and around the world.

Sometimes there will be advice sessions run by organisations who provide specific services.

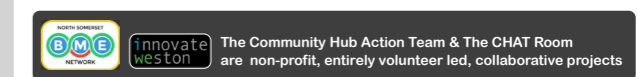
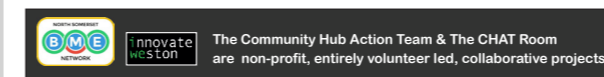
Sometimes there will be open activities, like our knitting circle which is running on Tuesday's at 1pm.

Sometimes there will be closed sessions when the room is in private use by a particular group.

Sometimes it will be waiting for your ideas and action, and nothing will be happening.

The door will always be open when people are in the room, but this doesn't mean that the room is always open to people passing by.

When a closed session is in progress there will be a sign in the doorway with the times that the session is running. Please do respect this and come back when the session is finished.



In response to these identified needs, RENS (formerly NS BME Network) submitted an expression of interest for the Community Renewal Fund to North Somerset Council. This was subsequently developed into the North Somerset Community Hubs Network proposal, in partnership with other areas in North Somerset, and was submitted to Government by North Somerset Council.

Whilst waiting for a response, and to help address some of the areas of urgent need, RENS decided to take immediate action and converted the existing offices in Orchard Place into a micro, multi-purpose community hub for use by all members of the community. The redesign and refurbishment work was carried out by volunteers and with the support of Pappadoms, and 'The CHAT Room' was opened by James Clayton, Mayor of Weston, on 1st October 2021.

With the use of the space, the existing Community Hub Action Team (CHAT), originally formed as part of the campaign to secure Victoria Church for the community, grew rapidly and the team met regularly to discuss and plan the way forward collaboratively.

With the success of the Community Renewal Fund bid, this team continued to grow to around twenty regularly involved members and, following our move to Meadow Street, became the Meadow Collective.

Activities and Impact BLACK HISTORY MONTH

Activities and Impact BLACK HISTORY MONTH



Black History Month (BHM) is a national celebration that aims to promote and celebrate the history, lives and contributions to British society of those of African and Caribbean heritage and to foster an understanding of Black cultural history. It was first celebrated in the UK in 1987.

However, it had not previously been celebrated in Weston with a coordinated programme. With the development of a dedicated website, ticketing and social media platforms, the aim was to reach as wide an audience as possible with a range of events at multiple venues.

In October 2021, with the generous financial support of Weston Town Council, RENS launched Black History Month North Somerset. The theme for BHM2021 was *Proud to Be* and The CHAT Room hosted the '*Proud to Be*' exhibition with materials produced by the national coordinating organisation, Black History Month UK. It also provided a base for all operations during the month and the connections made with many of the people who dropped in formed the basis for productive discussions that continued beyond October.

During this month, we were delighted that we were finally able to hold a gathering for our charity to be officially presented with the Queens Award for Voluntary Service by the Lord-Lieutenant of Somerset, Annie Maw. This had

been previously prevented by COVID. We were also privileged to be visited by the High Sheriff of North Somerset, Thomas Sheppard.

Our key public BHM events during the month included: The Launch of The CHAT Room and the *Proud to Be* Exhibition; An Evening with Roger Griffith MBE at Weston Museum; Johnny Mars: A Musical Journey at Weston Museum; Marvin Muoneke and fellow 'Ratpacker' Dennis DeMille at The Vaults; Two Man Ting at Weston Museum; Readings: Poetry and Prose by Contemporary Black Writers at The Stable Games Room; and a film Screening of 'Belle' and Closing Reception of Black History Month at The Stable.

The *Diversity Champion* campaign ran throughout the month, with digital badges and banners available for download. Printer stickers and window stickers were also available and we welcomed the community interest and support shown by North Somerset Council's symbolic act of solidarity in flying the Pan-African flag over the Town Hall; a historic first.

All events were exceptionally well attended, bringing together a diverse range of communities in Weston, and the month ended with plans already in progress for BHM 2022!

Activities and Impact THE COMMUNITY RENEWAL FUND



The success of the Community Renewal Fund Application was announced just after the end of Black History Month on 3rd November and planning for project delivery began. RENS was appointed by North Somerset Council to deliver the Weston Community Hubs project within the wider Community Hubs Network, in partnership with VANS and The Stable.

The funding application had been shaped by Complex Systems Theory, with a Participatory Action Research (PAR) programme at its core, with delivery being focused on three key opportunities: more inclusive and equitable community development that improved connections with frequently marginalised communities; building on the recent growth of community-led action; and the opportunity to innovate.

Strong, community-centred collaboration was essential if these opportunities were to be realised and early collaborations were established with LGBT+ Forum and North Somerset Training. Strategic-level discussions were facilitated by the formation of a cross-sector team including representatives from North Somerset Council, Weston Town Council, VANS, CANS, Integrated Care Partnership, Alliance Homes and locally-based businesses. All participants would be trained to use the innovative Wicked Lab Tool for Systemic Change; an internationally recognised methodology for addressing phase transition in complex systems.

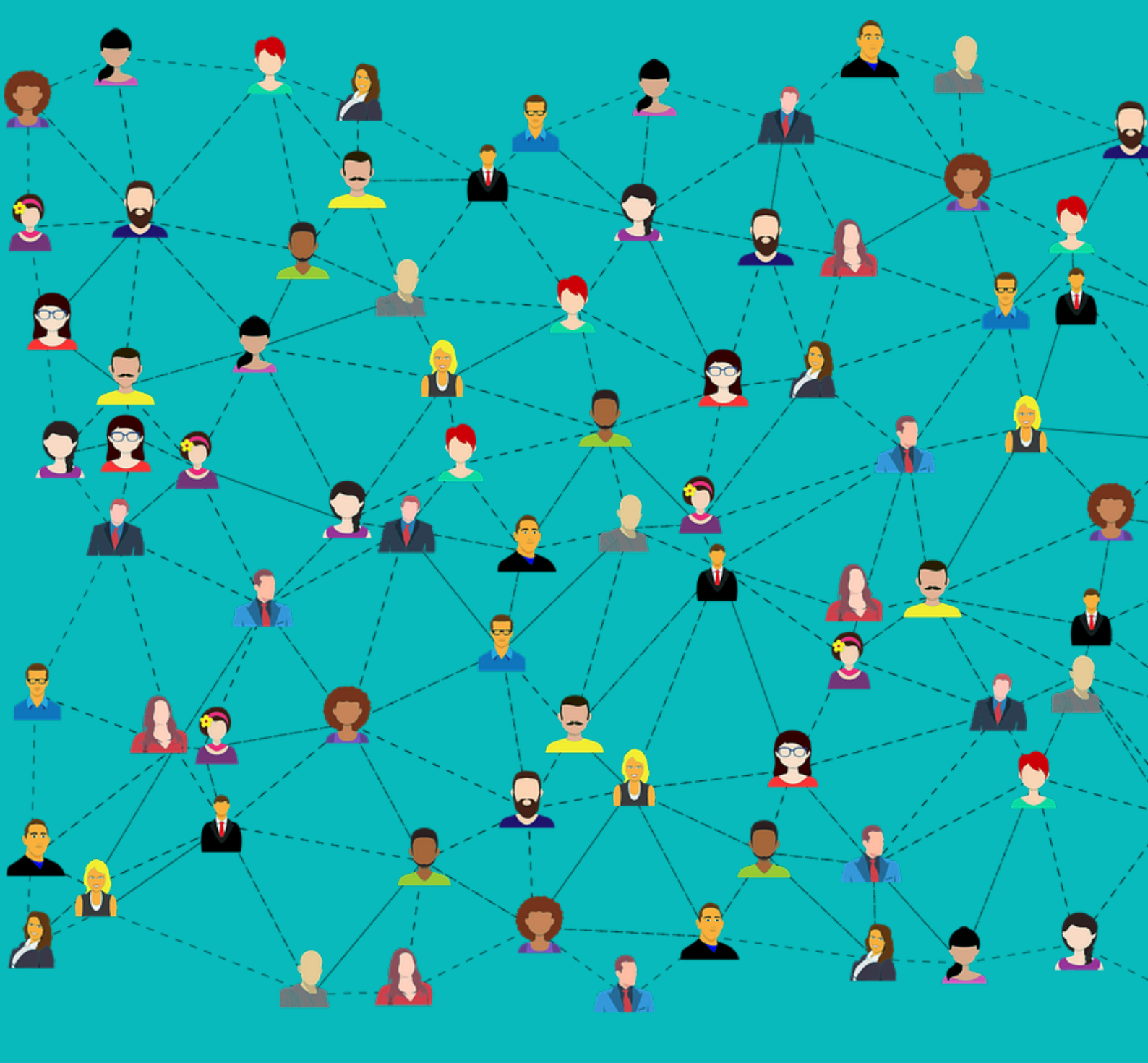
Activities and Impact THE COMMUNITY RENEWAL FUND



At the core of the project was the need for additional space for inclusive community activity, and in keeping with our philosophy RENS secured the lease on premises in Meadow Street to provide a base for community-led experimentation. The new space was developed in collaboration with the growing Meadow Collective and community partners, and named 'The Other Place'.

Activities began almost immediately, demonstrating the urgent need for such facilities. These included a Community Cafe run by Refugee Welcome North Somerset, Bangla classes run by the North Somerset Bangladeshi Association, an expansion of existing English classes run by RENS, and early meetings. An exhibition hanging system was installed and the launch exhibition 'Our Art, Our Town', curated by Julie Tarr from C&J's Little Shop of Allsorts, celebrated the work of local artists.

The first public event at The Other Place on 26 March was the birthday celebration of a founding member and former trustee of NS BME Network together with the launch of Ago! Ame!, an African and Caribbean group that had developed from Black History Month activities. This was followed by the official launch of The Other Place on 30th March, attended by more than 300 people over the course of the afternoon.



With grateful thanks to all our supporters

Race Equality North Somerset
The Other Place
81-83 Meadow Street
Weston-super-Mare BS23 1QL

office@rens.org.uk
www.rens.org.uk

Reg Charity No: 1162483



The Queen's Award
for Voluntary Service

RENS
Race Equality North Somerset

**North Somerset Black and Minority Ethnic Network
(operating as Race Equality North Somerset)**

Annual Report and Financial Statements

For the Year Ended 31 March 2022

Charity Registered in England and Wales Number: 1162483

North Somerset Black and Minority Ethnic Network

Reference and Administrative Details

For the Year Ended 31 March 2022

Trustees

I Noah (Chair)

S Ahmed

Y Clark

K Roberts

Registered Office

The Other Place

81-83 Meadow Street

Weston-super-Mare

BS23 1QL

Independent Examiner

Michelle Ferris BSc (Hons) FCA DChA

Albert Goodman LLP

Goodwood House

Blackbrook Park Avenue

Taunton

Somerset

TA1 2PX

North Somerset Black and Minority Ethnic Network

Trustees' Report

For the Year Ended 31 March 2022

North Somerset Black and Minority Ethnic Network (operating under the name of Race Equality North Somerset or RENS) is a registered charity. The trustees present their Report, together with the Financial Statements of the charity for the year ended 31 March 2022, which have been prepared in accordance with the current statutory requirements, and its governing documents.

Constitution

North Somerset Black and Minority Ethnic Network is a Charitable Incorporated Organisation, number 1162483, controlled and managed by the trustees, under a governing document dated 1 July 2015.

Trustees

The following were Trustees during the year and since the year end:

I Noah (Chair)	
S Ahmed	
Cllr R Armstrong	(resigned 9 November 2021)
Z Banks	(resigned 9 November 2021)
Y Clark	(appointed 5 January 2023)
J Dunne	(resigned 9 November 2021)
Dr M Kellaway- Marriott	(resigned 9 November 2021)
C Neale	(resigned 9 November 2021)
A Papadelli	(resigned 9 November 2021)
K Roberts	(appointed 9 November 2021)
Z Shamseer	(resigned 9 November 2021)

Trustees are appointed by the current board, based on their expertise and experience of the charity. New trustees receive a copy of the charity's constitution, accounts and major policies on appointment. It is anticipated that any new trustees are likely to already be aware of the charity's operations but full briefing will be given by existing trustees if required.

The charity is run on a day to day basis by its trustees. All trustees are volunteers and practically the operations are carried out by volunteers, both trustees and others. The charity does not have any paid staff.

The trustees consider the major risks to the charity at every meeting and what is being done to manage them.

Principal Activities and Objectives

The objects of the CIO as set out in the governing document are: *"To promote the social inclusion for the public benefit by working with people in North Somerset who are socially excluded on the grounds of their ethnic origin and to relieve the needs of such people and assist them to integrate into society and to promote racial harmony, in particular but not exclusively by all or any of the following means:*

- *The advancement of education, social and economic inclusion and good race relations by eliminating discrimination on the grounds of race and encouraging equality of opportunity between the racial groups in the area of benefit;*
- *Assisting in the development of voluntary sector organisations representing those persons referred to above;*
- *Promoting the efficient application of resources for charitable purposes by charities and voluntary organisations working for the benefit of or for the furtherance of the minority ethnic voluntary sector in the area of benefit.*

North Somerset Black and Minority Ethnic Network

Trustees' Report

For the Year Ended 31 March 2022

Achievements and Performance

The activities, achievements and performance of the charity are set out in the attached Annual Report.

Financial Review

The income of the charity rose by £94,170 in the year to 31 March 2022, to £115,853 (2021 - £21,683). This was due entirely to the receipt of Community Renewal Funding from North Somerset Council, amounting to £109,785. Associated expenditure also rose from £13,535 to £70,665, meaning that the charity generated a surplus for the year of £45,188 (2021 – surplus of £8,148). This is entirely due to Community Renewal Funding which was not spent at the year end, to be carried forward to 2022/23 – the project was completed in November 2022.

Overall, the funds of the charity carried forward totalled £55,312 (2021 - £10,124), with restricted funds in relation to the Community Renewal Fund making up £50,583 of this total.

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards relevant to smaller charities preparing their accounts on the receipts and payments basis.

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

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- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed/constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the board on 30 January 2023 and signed on their behalf by:

I Noah
Trustee

North Somerset Black and Minority Ethnic Network
Independent Examiners' Report
For the Year Ended 31 March 2022

Independent examiners report to the Trustees of North Somerset Black and Minority Ethnic Network

I report to the trustees on my examination of the accounts of North Somerset Black and Minority Ethnic Network ("the charity") for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity's trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of the charity's accounts as carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act;
or
2. the accounts do not comply with these records.

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

Michelle Ferris BSc (Hons) FCA DChA
Albert Goodman LLP
Weston Gateway Business Park
3 Filers Way
Weston-super-Mare
BS24 7JP

Date: 30 January 2023



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name North Somerset Black and Minority Ethnic Network	No (if any) 1162483
--	------------------------

CC16a

Receipts and payments accounts

For the period from	Period start date 01/04/2021	To	Period end date 31/03/2022
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
North Somerset D.C Grant	-	109,785	-	109,785	10,000
Donations	6,055	-	-	6,055	670
Other Income	13	-	-	13	13
South West Community Grant	-	-	-	-	1,000
National Lottery Covid-19 Fund	-	-	-	-	10,000
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	6,068	109,785	-	115,853	21,683
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	6,068	109,785	-	115,853	21,683
A3 Payments					
Bank Charges	71	-	-	71	-
Projects & Equipment	-	14,400	-	14,400	7,020
Postage, Printing & Stationary	-	-	-	-	153
Repairs and renewals	-	-	-	-	885
Travel	-	-	-	-	100
Advertising	-	-	-	-	37
Accountancy	-	-	-	-	88
ICO Data Protection	35	-	-	35	-
Insurance	312	-	-	312	282
Utilities	1,004	-	-	1,004	720
Expenditure	4,071	2,831	-	6,902	401
Rent	3,900	11,580	-	15,480	3,000
Training Courses	1,377	3,812	-	5,189	705
Softwares and Websites	144	26,579	-	26,723	-
Telephone Charges	549	-	-	549	144
Sub total	11,463	59,202	-	70,665	13,535
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	11,463	59,202	-	70,665	13,535
Net of receipts/(payments)	- 5,395	50,583	-	45,188	8,148
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	10,124	-	-	10,124	1,976
Cash funds this year end	4,729	50,583	-	55,312	10,124

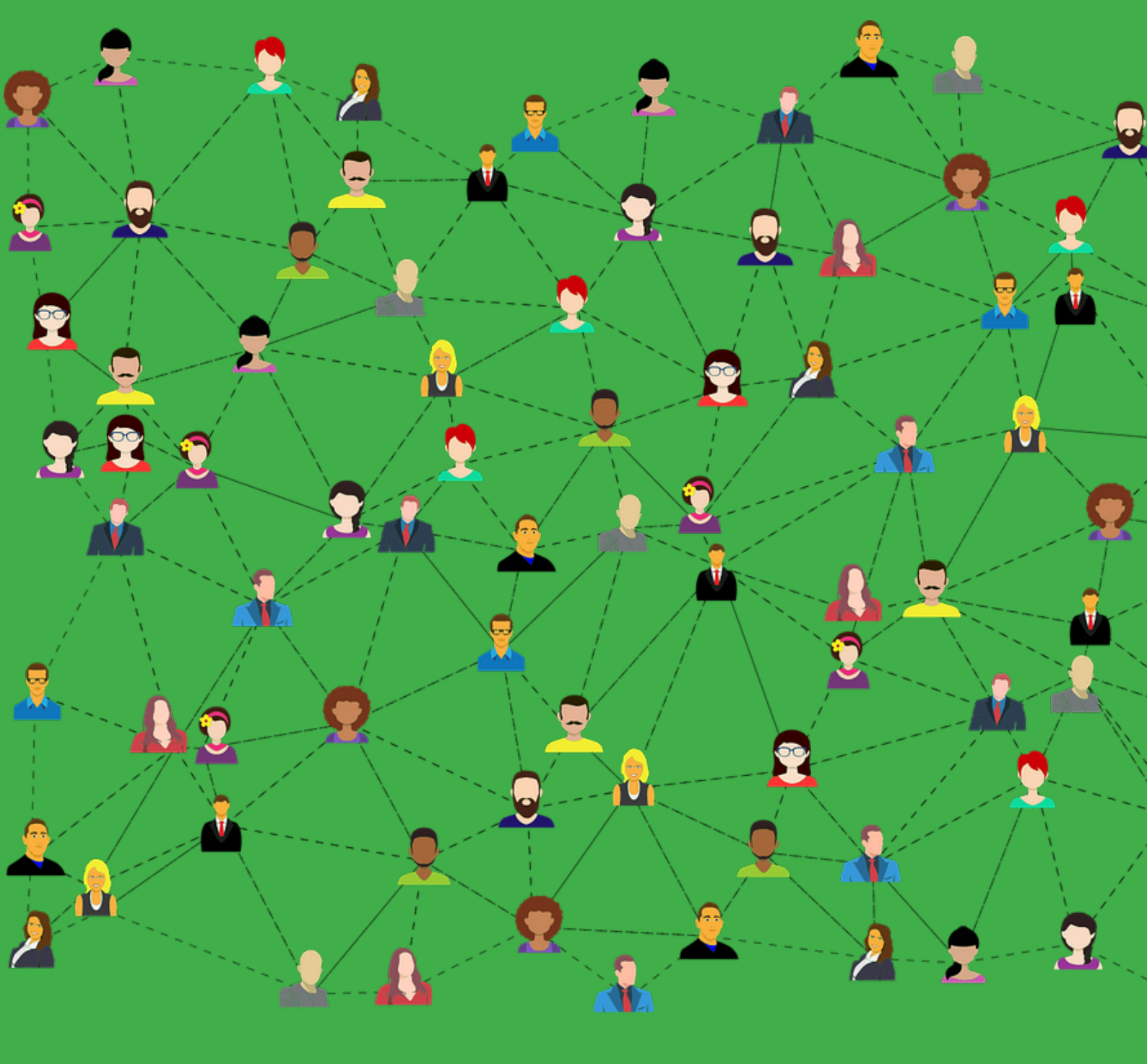
Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at bank and in hand	4,729	50,583	-
		-	-	-
		-	-	-
	Total cash funds	4,729	50,583	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
	Accountancy		1,220	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	I Noah	I Noah	30/01/2023	

Race Equality North Somerset

England & Wales - Charity number 1162483

Accounts



North Somerset Black and Minority Ethnic Network Annual Report 2020 to 2021



Chair Introduction to the Report

The period of our Annual Report mirrors the period covering the three COVID related lockdowns that ran from the end of March 2020 to the end of March earlier this year, a period where we all experienced an unprecedented disruption to our lives.

As a small voluntary organisation, we were equally shaken as we tried to fathom how we would continue with our work. Along with many other charities, we realised that there would be an increase in demand from our communities, the vulnerable and the isolated. To make matters worse, we also learned that COVID had a disproportionate effect on people from BME/BAME groups.

All of this was a very worrying way to start our financial year. However, as Chair of our Charitable Incorporated Organisation (CIO), I am proud to be able to confirm that we were able to rise to the challenge.

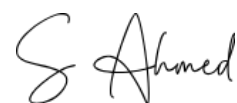
When the lockdowns started, we found new ways to provide support to individuals and groups. We delivered food and ensured people were not left isolated.

We made the transition to online working for NS BME Network, with our well established Wellbeing Cafés moving onto Zoom and attracting new audiences. We were able to secure a grant so we could provide Chromebooks, Zoom Pro licences and online training workshops to other groups and we were also able to restart our English classes online.

Throughout the year, we continued to work with established partners such as North Somerset Council, Weston Town Council, Citizens Advice North Somerset, Voluntary Action North Somerset and many others. We also supported new initiatives such as Weston Town Council's Anti-Racist Pledge and the Anti-Racist Working Group. Thank you to all of you - and many other organisations - for all your help and support.

As we all began to emerge from the final extended lockdown, the need for people to be able to come together again was evident. Communities needed space to meet up again, and the closure of Victoria Church and the loss of the Church Hall as a community venue in Weston was keenly felt. We began a campaign to secure the Church for the community and although this turned out to not be possible, I am very pleased to say that it nevertheless began a process that has recently secured a significant amount of funding, through North Somerset's Community Renewal Fund Bid, to develop a network of Community Hubs for Weston and other towns in North Somerset.

We cannot end without acknowledging the incredible support during this period from Cllr Mark Canniford, as Mayor; Mary-Clare Rodwell as High Sheriff of Somerset and our Patron, Denis Burn, Deputy Lieutenant. Of course all our work relies on volunteers, and my sincere thanks go out to all those who have worked tirelessly to deliver not only the achievements I have outlined above, but also so many other daily acts of kindness and support that I am proud to say have continued to contribute, despite the pandemic, to a productive year that points the way to greater opportunities to support our communities.



Sayd Ahmed

Activities and Impact

QUARTER 1 APRIL, MAY, JUNE

Our financial year starts with the nation in lockdown. NS BME Network Office has to close, but core work continues with support for individuals with specific needs, signposting to other agencies, and involvement with other agencies and organisations.

Sayed Ahmed, chair of BME Network and owner of Pappadoms provides essential support through the donation of free meals to NHS Staff, key workers and schools.

Online communications become even more important and online meetings begin using volunteer Zoom accounts. Development of new website continues in online meetings.

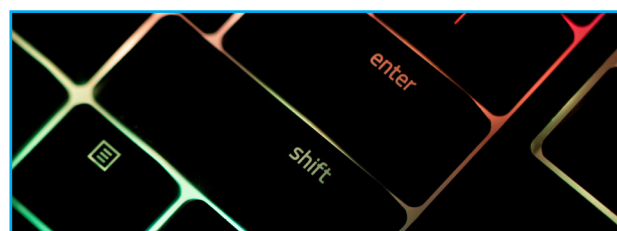
QUARTER 2 JULY, AUGUST, SEPTEMBER

A dedicated NS BME Network Zoom account is set up and Trustees and Volunteers develop skills to lead Zoom sessions independently.

English classes restart on Zoom and a group visit to Weston Museum is enjoyed as lockdown eases. The Wellbeing Café also relaunches on Zoom. Weekly sessions run by Trustees, volunteers and invited speakers include talks about countries represented in the network, wellbeing talks, local knowledge talks, and talks focusing on specific issues such as the Beirut Disaster, Black History Month, Homelessness, and Plastic Pollution.

Following the explosion in Beirut, NS BME Network launched an appeal and raised much needed funds for organisations providing support on the ground.

A Covid Recovery Application is submitted to The National Lottery Community Fund, with specific focus on the need for digital skills development.



Activities and Impact

QUARTER 3

OCTOBER, NOVEMBER, DECEMBER

Our Covid Recovery Application is successful. Digital inclusion and connectivity are established as core themes for 2021. Work begins on developing the programme with groups within the NS BME Network.

Following the closure of Victoria Church, we began a campaign to secure new premises for wide community use at affordable rates. Purchasing the church proved not to be an option, but the search for alternatives continued, and preparations began on an Expression of Interest for a feasibility study as part of the planned CRF bid.

NS BME Network and Nailsea Intercultural Dance Association (NIDA) hold seasonal celebrations on Zoom.



QUARTER 4

JANUARY, FEBRUARY, MARCH

The Digital Inclusion and Connectivity project picks up momentum, with involvement from Bangladeshi Association, the Filipino Association, the Weston Association of Malayalees, Nailsea Intercultural Dance Association, North Somerset Refugee Welcome and the Polish Association.

Following Weston Town Council's pledge to be an Anti-Racist Council, NS BME Network support the setting up of an Anti-Racist working group.

NS BME Network agrees to support Weston's Fairtrade Town certification ambition.

Commonwealth day is celebrated with North Somerset Council.

Over 14,000 free meals donated to NHS staff, key workers and over forty schools by Sayd Ahmed, chair of BME Network and owner of Pappadoms.



Digital Inclusion and Connectivity

COVID made us all more aware of the importance of being able to connect and communicate online. Our Digital Inclusion & Connectivity project, funded by the National Lottery Community Fund, was a significant programme that offered organisations in the network an opportunity to learn from digital professionals.

We were delighted to be able to offer WordPress Courses, taught by Gicella Morales. Participants included the Bangladeshi Association, the Filipino Association, Nailsea Intercultural Dance Association (NIDA), North Somerset Refugee Welcome and the Polish Association.



At the same time the NS BME Network updated their website to WordPress to make it easier for groups to share skills on an ongoing basis, and Trustees and volunteers learned how to update the new site.

We were also able to provide Chromebooks to four community groups and purchased Zoom Pro licences for six groups. It may be difficult to remember now just how hard it was to get started with online meeting tools like Zoom, but learning Zoom skills via Zoom during lockdown certainly proved to be an interesting challenge!



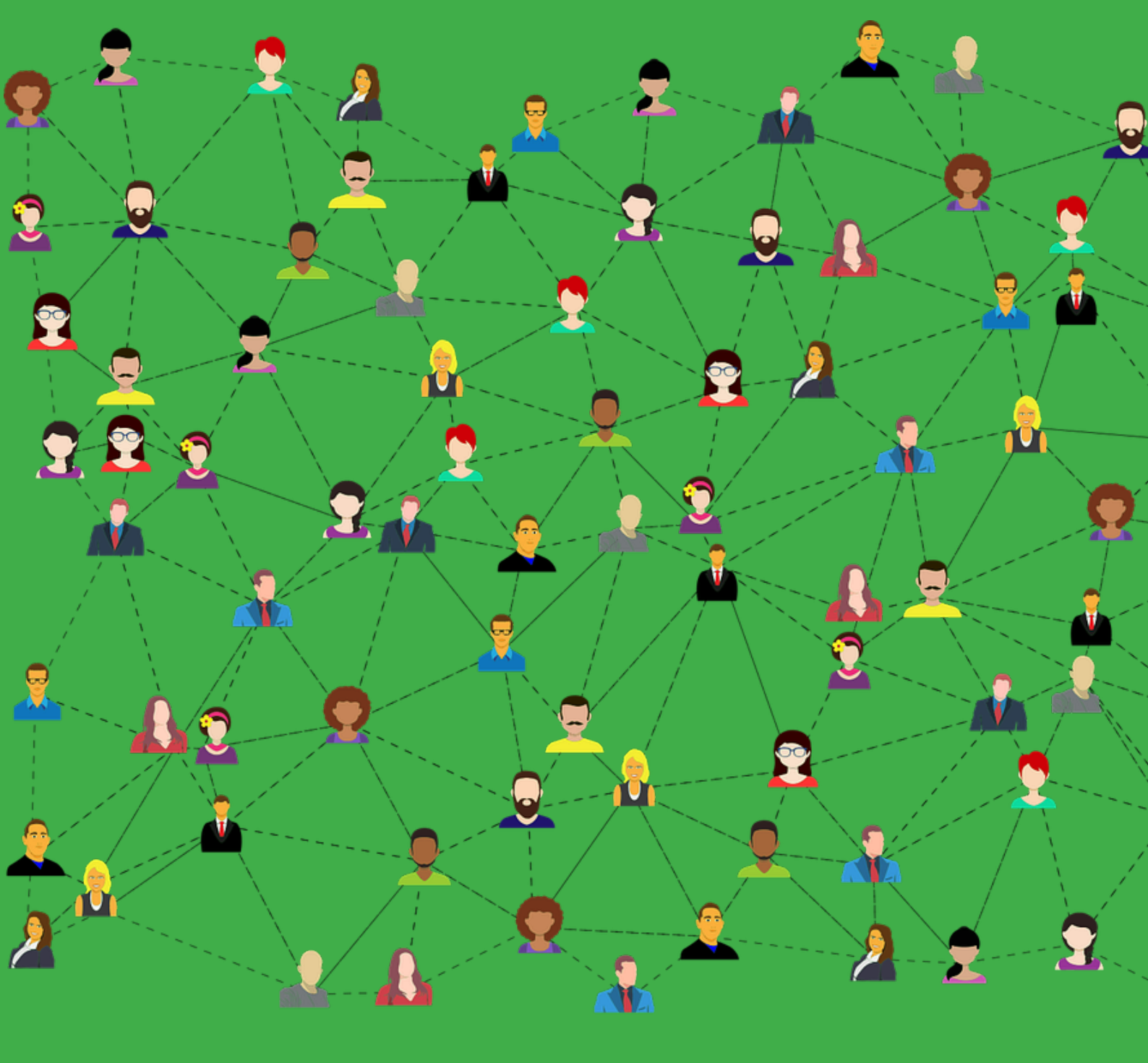
As more of our communications went online, we were all becoming increasingly aware of the importance of getting the message right, as well as knowing how to share it with others.

To help individuals and groups within the network we offered three additional workshops. Marissa Lewis-Peart and Joyann Boyce of The Social Detail provided Brand Strategy and Social Media Strategy workshops and Bobbi O’Gilvie from Ready to Blog taught us Mailchimp and Newsletter marketing.

With thanks to:



In partnership with
**THE NATIONAL LOTTERY
COMMUNITY FUND**



With grateful thanks to all our supporters

North Somerset Black and Minority Ethnic Network
12 Orchard Place
Weston-super-Mare
BS23 1QP

01934 414455
office@ns-bmenetwork.org
www.ns-bmenetwork.org

Reg Charity No: 1162483



NORTH SOMERSET BLACK AND MINORITY ETHNIC NETWORK CIO
12 Orchard Place, Weston-super-Mare BS23 1QP

Registered Charity Number: 1162483

REPORT AND ANNUAL STATEMENT OF ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021

Prepared By:

mahi&co

certified practicing accountants

North Somerset Black and Minority Ethnic Network CIO

FOR THE YEAR ENDED 31 MARCH 2021

Registered Charity Number: 1162483

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North Somerset Black and Minority Ethnic Network CIO

INFORMATION OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

Registered Charity Number: 1162483

MANAGEMENT COMMITTEE

CHAIRMAN

Sayd Ahmed

ADDRESS

12 Orchard Place
Weston-super-Mare
BS23 1QP

INDEPENDENT EXAMINER

Abu Taher
AFA/MIPA, ICPA(Fellow)
MAHI & CO
Certified Practising Accountants
83-85 Nelson Street
London E1 2HN

North Somerset Black and Minority Ethnic Network CIO

REPORT OF THE MANAGEMENT COMMITTEE
FOR THE YEAR ENDED 31 MARCH 2021

The Management Committee has the pleasure in presenting their report and the Annual Statement of Accounts reviewed by the independent examiner for the year ended 31 March 2021

GOVERNING

The organisation is managed by Management Committee according to the organisation's constitution, elected by the general members to oversee the overall activities and to monitor the day to day running of the organisation.

The main objective of the organisation is to work for the welfare of the ethnic minorities community. To preserve and maintain culture and the heritage and empower the community cohesion.

STATUS AND STRUCTURE OF THE ORGANIZATION:

The organization is a Charitable Incorporated Organization(CIO) controlled and managed by the trustees
The charity trustees are responsible for the general control and management of the the charity
The trustees gives their time freely and receive no remuneration or other financial benefits.

THE MANAGEMENT COMMITTEE

The Management committee who serve the Charity during the year were as follows:

Sayd Ahmed
Dr Mike Kellaway - Marriott
Mrs Connie Neale
Zeina Banks
Aspasia Papadelli
Zaki Shamseer
Joan Dunne
Cllr Ray Armstrong
Ian Noah

North Somerset Black and Minority Ethnic Network CIO

FOR THE YEAR ENDED 31 MARCH 2021

STATEMENTS OF RESPONSIBILITIES OF THE TRUSTEES

Law applicable to charities in England & Wales requires the Committee to prepare financial statements for each financial year that give a true and fair view of the charity's financial activities during the year of its financial position at the end of the year. In preparing those financial statements, the Committee is required to:

- A) Select suitable accounting policies and apply them consistently;
- B) Make judgments and estimates that are reasonable and prudent;
- C) State whether applicable accounting standards and statements of recommended

- D) Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Management Committee is responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 1993. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

INDEPENDENT EXAMINER

According to the provisions of the Charities Act 1993, the Committee has agreed that an audit is not required for this financial year. However, due to provisions of the same act an independent examiner is required.

Mr Abu Taher of Mahi & Co will be appointed as an independent examiner for the ensuing year.

APPROVAL

This report was approved by the Trustees on -----and signed on their behalf

Sign:
Sayd Ahmed
Chairman
Date:

Sign:
Dr Mike Kellaway - Marriot
Trustee
Date

Sign:
Ian Noah
Trustee
Date

INDEPENDENT EXAMINER'S REPORT ON THE UNAUDITED FINANCIAL
STATEMENTS TO THE TRUSTEE OF NORTH SOMERSET BME NETWORK

In accordance with the general directions given by the Charity Commission we have compiled the Financial Statements comprising Income and Expenditure account for the year ended 31 March 2021 and Statement of Assets and Liabilities as on that date.

The trustees consider that an audit is not required for the year under section 43(2) of the charity Act 1993. The Procedures we have undertaken do not provide all the evidence that would be required in an audit therefore no opinion is given as to



MAHI & CO

Certified Practising Accountants
83-85 Nelson Street
London
E1 2HN

Date: 23/03/2022

North Somerset Black and Minority Ethnic Network CIO
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2021

	Un restricted	Restricted	Total	<u>2021</u>	<u>2020</u>
	£	£	£	£	£
INCOME					
Donation and Grants	670	-	670	670	9,300
North Somerset DC	10,000	-	10,000	10,000	1,630
National Lottery COVID-19 Fund	-	10,000	10,000	10,000	1,003
South West Community Grant	1,000	-	1,000	1,000	
Other Income	13	-	13	13	
Total Incoming Resources	<u>11,683</u>	<u>10,000</u>	<u>21,683</u>	<u>21,683</u>	<u>12,936</u>
LESS: EXPENDITURE					
Freelance work			-		1,110
Travel			100		1,563
Energy & water rates			720		975
Rent & room hire			3,000		4,045
Telephone			144		746
Projects and Equipment			7,020		
Postage, printing & stationary			153		50
Advertising & events			37		218
Repairs & renewals			885		-
Insurance			282		306
Training & development			705		-
Accountancy fees			200		240
Meeting expenses & refreshments			24		310
Miscellaneous			377		245
AGM			-		300
			<u>13,647</u>	<u>13,647</u>	<u>10,108</u>
Excess / shortage of Income over Expenditure				<u>8,036</u>	<u>2,828</u>

North Somerset Black and Minority Ethnic Network CIO

STATEMENT OF ASSETS AND LIABILITIES

AS AT 31 MARCH 2021

	2021	2020
	£	£
Current Assets		
Cash at Bank & in Hand	10,124	1,976
Debtors		
Current Liabilities		
Creditors	607	495
TOTAL ASSETS LESS CURRENT LIABILITIES	<u><u>9,517</u></u>	<u><u>1,481</u></u>
 FUNDS:		
Balance B/F	1,481	4,002
Income and Expenditure Account	8,036	-2,521
Total Funds	<u><u>9,517</u></u>	<u><u>1,481</u></u>

Sign:

Sayd Ahmed

Chairman

Date:

Sign:

Dr Mike Kellaway - Marriot

Trustee

Date

Sign:

Ian Noah

Trustee

Date

1. ACCOUNTING POLICIES

The financial statements have been compiled in accordance with the general directions given by the Charity Commission and with the Statements of recommended Practice.

a. Basis of Accounting

The accounts have been prepared under the historical cost convention of accounting.

c. Donations

Donations are recorded on a receipt basis.

d. Unrestricted Funds

Unrestricted funds are voluntary incomes which are received from funders for which the trustees are free to use for any purpose in furtherance of the charitable objects.

e. Restricted Funds

Restricted funds are voluntary income which are recognised in the statement of the Financial Activities in the year received for the specific purpose imposed by donor or the terms of specific appeal.

f. Income Resources

All income resources are recognised in the year in which they are incurred.

e. Resources Expended

Resources expended are recognised in the year in which they are incurred.