

# WE STAND TOGETHER

England & Wales · Charity number 1175945

## Details

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Other names	#WESTANDTOGETHER
Status	Registered
Legal form	CIO
Registered	2017-11-27
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Address	C/o 422 Community Hub 422 Stockport Road Manchester M12 4EX
Phone	07903390882
Email	<a href="mailto:info@carisma.me.uk">info@carisma.me.uk</a>
Website	<a href="http://www.WeStandTogether.org.uk">www.WeStandTogether.org.uk</a>

## Activities

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**Objects:** THE OBJECT OF THE CIO IS:THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY:(A) PROMOTING KNOWLEDGE, MUTUAL UNDERSTANDING AND RESPECT BETWEEN COMMUNITIES;(B) ADVANCING EDUCATION AND RAISING AWARENESS ABOUT THE NINE PROTECTED CHARACTERISTICS UNDER THE EQUALITY ACT 2010 TO PROMOTE GOOD RELATIONS BETWEEN PERSONS OF DIFFERENT GROUPS;(C) WORKING TOWARDS THE ELIMINATION OF DISCRIMINATION ON ALL GROUNDS;(D) PROMOTING GOOD RELATIONS BETWEEN DIFFERENT GROUPS.NOTHING IN THIS CONSTITUTION SHALL AUTHORISE AN APPLICATION OF THE PROPERTY OF THE CIO FOR THE PURPOSES WHICH ARE NOT CHARITABLE.

**Activities:** Events, dialogues & workshops for people to come together, better understand diverse identities, reduce prejudice, promote inclusivity & challenge discriminationAt times of tension, bring diverse groups together to promote peaceful coexistence & challenge those seeking to divide communitiesResearch & training to improve understanding & relationships of 9 protected Equality Act characteristics

## Classification

- **How:** Makes Grants To Organisations, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

## Geography

- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£9,487	£12,033	-	-
2023-12-31	£31,830	£16,304	-	-
2022-12-31	£2,521	£21,230	-	-
2021-12-31	£517	£23,958	-	-
2020-12-31	£43,223	£1,864	-	-

## Trustees

Name	Role	Appointed
<b>Prof Erinma Bell MBE</b>	Chair	2017-09-04
Damian Peter Carr		2023-05-11
MOHAMMED REHMAN ULLAH		2017-09-04
Mandip Singh Atwal		2020-10-05
Mohammed Ali		2019-03-06
Peter Fahy		2017-09-04
QAISRA SHAHRAZ		2019-07-18
Robin Graham		2024-08-21

**WE STAND TOGETHER**

England & Wales - Charity number 1175945

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# Accounts

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CHARITY REGISTRATION NUMBER: 1175945

**We Stand Together CIO**  
**Financial Statements**  
**31 December 2024**

# **We Stand Together CIO**

## **Financial Statements and Annual Report**

**Year ended 31 December 2024**

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# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

### **Year ended 31 December 2024**

The trustees present their report and financial statements of the charity for the year ended 31 December 2024.

#### **Reference and administrative details**

<b>Registered charity name</b>	We Stand Together CIO
<b>Charity registration number</b>	1175945
<b>Principal office</b>	C/O Crumpsall Community Hall Cleveland Rd Manchester M8 4QU

<b>The trustees</b>	Dr Erinma Bell MBE, DL The Very Reverend Rogers Morgan Govender Sir Peter Fahy Mohammed Rehman Ullah Nidhi Sinha Minocha Kate Maggs Mohammed Ali Qaisra Shahraz Jagmail Singh Mandip Singh Atwal
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# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

### **Year ended 31 December 2024**

#### **Structure, governance and management**

We Stand Together is constituted as a Charitable Incorporated Organisation (CIO). The CIO was registered with the Charity Commission on 27th November 2017 with its charity number being 1175945.

The CIO is governed by a board of trustees. Trustees meet at least once per calendar year. They are elected and opted under the terms of the Articles of Association. A third of the trustees retire at each Annual General Meeting and are eligible for re-election at that time. Overall responsibility for the management of We Stand Together rests with the board of trustees.

There is no chief executive officer. The day to day affairs are delegated to a Steering Group and Mr Jonny Wineberg, Director of Operations, under the direction of Dr Bell on behalf of the trustees. All major decisions are taken collectively by the trustees and all the trustees give of their time freely. The trustees are unpaid and details of any related party transactions are disclosed as applicable in the notes to the accounts. The arrangement for setting the pay for the charity's employees are the sole domain of the trustees.

#### **Risk review**

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the CIO and are satisfied that systems are in place to manage our exposure to the major risks.

Report back and review procedures strengthen these safeguards to ensure public benefit is achieved from all grants.

# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

**Year ended 31 December 2024**

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### **The objects of the charity are:**

The promotion of equality and diversity for the public benefit by:

- (a) promoting knowledge, mutual understanding and respect between communities;
- (b) advancing education and raising awareness about the nine protected characteristics under the Equality Act 2010 to promote good relations between persons of different groups;
- (c) working towards the elimination of discrimination on all grounds;
- (d) promoting good relations between different groups..

### **We Stand Together's Mission is to:**

- Celebrate the UK's diverse communities
- Challenge hatred and intolerance
- Build a safer and stronger UK

**Our vision is for the UK to act as one nation where people from all communities and backgrounds feel included and valued and hatred has no place, worth or relevance.**

### **Our work is underpinned by the following values:**

- To affirm and celebrate the diversity of the UK by raising awareness about the importance of peaceful and respectful coexistence;
- To support the principle that dialogue and cooperation can only prosper if they are rooted in respectful relationships that do not blur or undermine the distinctiveness of different communities;
- Not to discriminate for reasons of faith, race, gender, sexuality, age, physical or mental ability;
- To challenge any who promote or practice views prejudicial to the public good and inclusion of all;
- To help make the UK a place marked by mutual understanding and respect where all can practice free speech and free expression as long as that is not harmful to others;
- To be particularly mindful of the role young people play in society and encourage their development and involvement;
- To minimise negative environmental impact in our work.

### **Public benefit**

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities and setting grant making policy for the year.

### **Grant making policy**

The charity is funded by donations. The charity gives out grants in the form of awards to affiliated organisations in line with the above objects where applicable.

There were no individual or institutional grants made during the year.

The application of the funds is normally by way of direct charitable activity.

# We Stand Together CIO

## Trustees' Annual Report *(continued)*

### Year ended 31 December 2024

#### Achievements and performance

We Stand Together started as a reaction to the terrorist attacks in Paris in 2015 to show that Greater Manchester would not be divided by the actions of violent extremists determined to create division between people of different faiths, racial heritage and other backgrounds. When a horrific terrorist attack was visited on our home city in 2017, the relationships formed meant that the communities did stand together in the wake of that attack to reaffirm that extremists would not cause people to turn against each other.

Soon thereafter, we registered with the Charity Commission and looked to step up our activity. The trustees sharpened the focus of our work on the core issues which cause division and suspicion. They reaffirmed their belief that understanding ultimately only really comes from people of different backgrounds coming together and talking to one another. This is enabled by events which bring people of different backgrounds together, by work in schools and other places of education and by our series of Difficult Dialogues, which create the opportunities for issues which can cause division to be openly discussed and debated.

There is a danger that community cohesion can be oversimplified and used for events and initiatives which, whilst really important in themselves, do not address issues of difference and division or bring together people who are already committed to the cause and entirely comfortable in multi-cultural, diverse or multi-faith settings. There is a need to go beyond the 'usual suspects' and, in particular, to go beyond people of influence and leadership in communities so that members of those communities get the same opportunities to build understanding and address their prejudices at the local level.

A key aim of the trustees has been to get We Stand Together as the overall campaign to promote community cohesion in Greater Manchester and beyond. We look for our philosophy to be incorporated into the day to day work on community cohesion of statutory agencies and thousands of voluntary, community and faith sector groups. We Stand Together does not want to be the sole community cohesion initiative in Greater Manchester and indeed encourages and tries to support the many other initiatives and events which are a positive sign of the commitment of many to promoting understanding. We have been fortunate to use ARIS (Asset Recovery Incentivisation Scheme) funding to encourage this and many organisations have affiliated to us as part of furthering their community cohesion work. A significant part of the ARIS funding was used to make awards to these affiliates, both recognising their positive work and enabling them to pursue future cohesion work.

2022 saw the charity further recovering from the COVID-19 pandemic and able to hold more in-person events, something that is fundamental to an organisation with 'Together' in its name. We did continue to utilise on-line platforms wherever appropriate but, as the country opened up, started to meet more in person.

Achievements over the past year have included:

- Progressing our Anti-discrimination Project that is using our Anti-discrimination Workshop Pack and delivering workshops with schools, colleges, youth and community groups. We reached over 2,500 people through these workshops and hope that we will reach even more substantial numbers in the coming year.

Number of people engaged through sessions:	2513
Schools	6
Colleges	1
Youth Groups	4
Community groups	4
Active Volunteers:	5

# We Stand Together CIO

## Trustees' Annual Report *(continued)*

Year ended 31 December 2024

Results from these included:

- Understanding of discrimination rising from an average of 6.74 to 8.22 out of 10.
- Over 80% saying that the workshops had increased their empathy towards those experiencing discrimination and prejudice.
- Over 85% being more confident to be able to challenge discrimination if they see it.
- 78% wanting to do more to help improve community cohesion locally.



*Above – Participants in #WeStandTogether Anti-discrimination Workshop at Oldham Youth Council*

*Below - Participants in #WeStandTogether Anti-discrimination Workshop at Caritas-Rainbow Surprise Coffee Morning*



# We Stand Together CIO

## Trustees' Annual Report *(continued)*

### Year ended 31 December 2024

Comments from participants included:

*Greater understanding of the size of minoritized communities in GM & worldwide.*

*Made me understand different backgrounds.*

*Facts and figures produced in writing gave me confidence to speak out. And to be probably the only person of colour in the room, food for thought on why WI need to reach out to different women of colour, race, religion sex and disability.*

*The most positive aspects of the workshop were the speaker's clear information, facts and figures. Getting everyone to guess questions opened the groups to discuss information given.*

*Engaging, just the right amount of info.*

*Excellent information and data.*

*It changed my understanding of discrimination and diversity by a lot of things. I understood how important everyone was. They are not only unique but also important.*

*To treat people fair and think about others, the world has enough space for everyone.*

*It surprised me in some ways when showing my the amounts of people in certain cultures that exist in the world.*

*It shows how people would be scared to be who they are because of fear of others.*

*It changed my confidence by making me more proud seeing how many people are able to choose what type of person they want to be and are proud of it.*

*I will always be proud of my ethnicity and I am proud that I am diverse.*

*I feel more confident to speak out against discrimination.*

*It made me realise how we need to still work on changing society for the benefit, well being and safety of individuals.*

*Seeing the real results after taking guesses makes me feel shocked and kind of proud to be myself as well.*

*It helped raise awareness that they're are many people who are discriminated against and how we should stand against it.*

*I hope people get equality thank you for doing this.*

- Delivering 6 training workshops with over 30 different participants including on:
  - Train the Trainer - Using the #WeStandTogether Anti-Discrimination Pack
  - Planning and Facilitating Difficult Dialogues
  - Community Engagement and Development for Cohesion
  - Fundraising for Cohesion Activities

Results from these included:

- Understanding of diversity rising from an average of 7.10 to 8.69 out of 10.
  - Anti-discrimination training skills rising from an average of 4.85 to 7.69 out of 10.
  - 96% saying that they now had the skills to use the Anti-discrimination Pack with local groups or communities.
  - 100% expressing increased confidence to use the Anti-discrimination Pack.
- Community development work with new affiliates and in neighbourhoods, working with Cohesion Officers, GMP and others to identify where our work can be effective.

# We Stand Together CIO

## Trustees' Annual Report *(continued)*

### Year ended 31 December 2024

- Nine #WeStandTogether columns in the Manchester Evening News on community cohesion issues. The columns appear online at [www.inyourarea.co.uk/news/tag/westandtogether](http://www.inyourarea.co.uk/news/tag/westandtogether).
  - Six Difficult Dialogue events on diverse topics, in partnership with a number of organisations to reach a wider audience, including Salford CVS, Action Together, Greater Manchester Council for Voluntary Organisations, Faith Network 4 Manchester, Sangha, Communities 4 All, Community Futures Trust, Better Things and Rainbow Surprise. We made these hybrid with both in-person and on-line participation leading to wider reach than previously. Our dialogues during the year included:
    - Policing & Preventing Hate Crime – with new Greater Manchester Police Chief Constable, Stephen Watson and exploring why hate crime is rising in our communities, the police response and how we can undertake preventative action.
    - Europe in Crisis – held at the Ukrainian Cultural Centre and online with input from Bob Sopol, Chair of Association of Ukrainians Great Britain, Manchester Branch. It explored how Brexit is playing out for diverse communities; the impact of the war in Ukraine and what we can do locally to affect better relations across Europe.
    - COVID-19 & Young People's Resilience – with Councillor Eamonn O'Brien, GMCA Lead for young people and exploring the disproportionate effect of COVID-19 on minoritised communities and young people. We discussed the huge increase in mental health issues amongst young people and how young people can build their resilience.
    - New Legislation & Effects on Cohesion – in partnership with the Traveller Movement giving participants an opportunity to explore the implications of the Police, Crime, Sentencing and Courts Act 2022 and upcoming proposals to replace the Human Rights Act 1998 with a Bill of Rights. We explored the likely effect of legislation on the rights of the Gypsy, Romany and Traveller (GRT) community and to lawful and peaceful protests along with how We Stand Together and others should be responding to these changes.
    - Modern Day Slavery in the UK in 2022 in the UK – in collaboration with the Rotary Club of Manchester and with Liam Durkan from Hope for Justice. We explored how Modern Slavery exists in 2022 in the UK; who is addressing the issue and are they doing enough; and what we can do to break the cycle.
    - Are the Days of the Monarchy Numbered – discussing if a monarchy is still appropriate for a modern democracy; how we and the media should treat the royal family; and how we, and the monarchy, can help the UK be more inclusive.
  - Monthly e-mailings and improvements to our website.
  - #WeStandTogether Cricket Club, which plays in the Greater Manchester Amateur Cricket League. We also linked with Rainbow Surprise and Lancashire CC to run Cricket Training for young people.
  - External Organisation Networking, attending the Greater Manchester Hate Crime Working Group with Cohesion Officers from the 10 Local Authorities as well as GMP, GMCA and CPS and use this platform as an opportunity to promote our work and opportunities. We are also involved with the GM Equality Alliance, led by GMCVO, again using this platform to promote and align our work.
  - Our first Conference & Awards Evening, held in May as the culmination of #WeStandTogether Month at the Manchester Communication Academy with over 120 in attendance. Present were the mayors of Bury, Bolton, Stockport, Tameside, Trafford and Wigan, community activists and charities from across Greater Manchester, local politicians, the Queen and Queen Mother of Harlem, educators, University representatives and other supporters. The event was also the culmination of 18 months of work funded through GMP and ARIS reaching over 5,000 people.
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# We Stand Together CIO

## Trustees' Annual Report *(continued)*

### Year ended 31 December 2024

Erinma Bell, Chair of Trustees, addressed the attendees and suggested that true cohesion goes beyond tolerance. Tolerance suggests grudging acceptance whereas actual communities can only be formed around love and understanding, so that is what we must do. The keynote address for the event was delivered by Barbara Rosenthal – therapist and trainer for Cruse Bereavement Support. She recounted the lives of those lost in the Arena Attack and the grief that came into the lives of all who had known them. She spoke about how love and understanding is the only way to heal from this grief and that we must act not act with hate if we are to emerge stronger from this tragedy.



*Above – participants at our 2022 #WeStandTogether Conference & Awards*

*Below – top award winners, Happy Smiles Training CIC*



# We Stand Together CIO

## Trustees' Annual Report *(continued)*

### Year ended 31 December 2024

The recipients of the #WeStandTogether Affiliate Awards were announced throughout the event. Award Winners shared their cohesion efforts in communities and presented how they are bringing people from diverse backgrounds together. Awards were given to:

Organisation	Type	Award Amount
Happy Smiles Training CIC	Anti-discrimination training	£2500
Communities for All	Community Cohesion	£1000
Women's Voices	Women's Rights	
Bury Creative Case for Diversity Group	Performing Arts	
Socio Economic Regeneration CIC	Social Enterprise	
Be The Change Youth Project CIC	Youth Group	
RedStar FC	Youth Sports Club	£500
Feed My City	Food Bank	
Europia	Community Development	
Rainbow Surprise	Food Bank and Cohesion	
Feelgood Communities CIC	Wellbeing	
CARISMA	Anti-discrimination	
RADEQUAL	Community Cohesion	

The event included two robust table-talk discussions on how local #WeStandTogether Projects and Groups can improve community cohesion, and how local authorities, GMP and We Stand Together itself can aid community cohesion efforts.

Participants suggested that local groups will allow communities to network; share experiences, culture and skills around tackling social issues; help engage more people with #WeStandTogether; allow people spaces to actively challenge hateful and discriminatory views; and will allow diversity a platform to bring people together around cultural touchpoints.

I am grateful for the support and time given by our diverse board of trustees during the year. The real work of the charity is carried out by our Steering Group and increasing network of active supporters and we thank them for all their efforts. Our staff team, led by Jonny Wineberg, our Director of Operations, have done a tremendous job of developing and delivering our work over this year, and our thanks to our Administrative Support Worker, Talha Chaudhry, for his great contribution.

There continue to be many challenges for those involved in promoting community cohesion and many brave people who have taken a stance have been subject to abuse and personal attacks. The 'hostile environment' is a painful reality for many migrant communities and there are too few people promoting the many positive impacts of immigration and the great diversity of our cities. On the other hand, people in Greater Manchester from many different backgrounds successfully live work and study alongside one another and carry out daily acts of kindness. The younger generation is growing up without many of the prejudices of the previous generation and, when tested in extreme circumstances, the people of Greater Manchester have shown their opposition to extremism and prejudice. We Stand Together will continue to build on this.

# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

**Year ended 31 December 2024**

### **Financial review**

The charity received £3,573 in donations, £873 in sales, £400 for giving out training and £25,454 as a grant during the year. £16,254 was paid out by way of direct charitable activity and support costs, mainly using grants received in the previous financial year.

This expenditure was made in line with the stated objects of the charity and was for the promotion of equality and diversity for the public benefit. Costs incurred include payments for staff, insurances and the CIO's Conference and Awards event.

The trustees wish to thank all their benefactors and specifically Greater Manchester Police for their generosity without which the charity simply would not have been able to provide its vital services.

The charity has low governance costs comprising professional fees.

There were no material fundraising costs during the year.

There were no related party transactions in the reporting period.

### **Reserves policy**

The Unrestricted Fund represents the unrestricted funds arising from past operating results. The Trustees are working towards increasing the balance of this Fund through increasing donations.

The Trustees are satisfied that the overall balance of the Fund is an acceptable level of reserves given the nature of receipts against expenditure on charitable activity.

In considering the financial obligations of the charity, the trustees have resolved to maintain a reserve equal to at least six months charity expenditure.

The trustees are delighted to have made many valuable contributions to the community and hope to be able to do so for many years to come.

The reserves stand at £14,307 of which £17,874 relates to the restricted fund and -£3567 the unrestricted fund.

The trustees' annual report was approved on 31 October 2023 and signed on behalf of the board of trustees by:



**Erinma Bell**

Chair of Trustees

# We Stand Together CIO

## Statement of Financial Activities

Year ended 31 December 2024

		Year to 31 Dec 2024		Total funds	Total funds
	Note	Unrestricted funds	Restricted funds	2024	2023
		£	£	£	£
<b>Income and endowments</b>					
Donations, grants and legacies	1	4,987	4,500	9,487	29,028
Others	2	0	0	0	1,223
<b>Total income</b>		<u>4,987</u>	<u>4,500</u>	<u>9,487</u>	<u>30,251</u>
<b>Expenditure</b>					
Expenditure on charitable activities	3	8,559	3,474	12,033	16,254
<b>Total expenditure</b>		<u>8,559</u>	<u>3,474</u>	<u>12,033</u>	<u>16,254</u>
<b>Net income and net movement in funds</b>		<u>-3,572</u>	<u>1,026</u>	<u>-2,546</u>	<u>13,997</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		5	16,848	16,853	2,856
<b>Total funds carried forward</b>		<u>-3,567</u>	<u>17,874</u>	<u>14,307</u>	<u>16,853</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

# We Stand Together CIO

## Statement of Financial Position

Year ended 31 December 2024

	Note	2024 £	£	2023 £
<b>Current assets</b>				
Cash at bank and in hand		14,307		
<b>Creditors: amounts falling due within one year</b>		<u>0</u>		
<b>Net current assets</b>			<u>14,307</u>	<u>16,853</u>
<b>Total assets less current liabilities</b>			<u>14,507</u>	<u>16,853</u>
<b>Net assets</b>			<u>14,307</u>	<u>16,853</u>
<b>Funds of the charity</b>				
Restricted funds			17,874	16,848
Unrestricted funds			<u>-3,567</u>	<u>5</u>
<b>Total charity funds</b>			<u>14,307</u>	<u>16,853</u>

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These financial statements were approved by the board of trustees and authorised for issue on 31 October 2024, and are signed on behalf of the board by:



**M Atwal**  
Trustee

# We Stand Together CIO

## Notes to the Financial Statements

Year ended 31 December 2024

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### 1. Donations, grants and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
<b>Donations</b>			
Donations	4,988	–	<b>4,988</b>
<b>Grants</b>			
Grants receivable	–	4,500	<b>4,500</b>
<b>2. Others</b>			
Sales	0		<b>0</b>
Training	0	–	<b>0</b>
	<u>4,988</u>	<u>4,500</u>	<u><b>9,488</b></u>

### 3. Expenditure on charitable activities by activity type

**Activities undertaken  
directly 2024  
£**

Refreshments	15
Stationery, Postage, Printing	14
Insurance	96
Travel	106
Venue	145
Computing	259
Donations	8,300
Awards	1,148
Staffing	1,950
Governance costs	-
	<u><b>12,033</b></u>

No salaries, wages or expenses have been paid to the trustees during the period. There have been no related party transactions in the year.



**WE STAND TOGETHER**

England & Wales - Charity number 1175945

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# Accounts

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CHARITY REGISTRATION NUMBER: 1175945

**We Stand Together CIO**  
**Financial Statements**  
**31 December 2023**

# **We Stand Together CIO**

## **Financial Statements and Annual Report**

**Year ended 31 December 2023**

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# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

### **Year ended 31 December 2023**

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# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

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Report back and review procedures strengthen these safeguards to ensure public benefit is achieved from all grants.

# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

**Year ended 31 December 2023**

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- Not to discriminate for reasons of faith, race, gender, sexuality, age, physical or mental ability;
- To challenge any who promote or practice views prejudicial to the public good and inclusion of all;
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- To be particularly mindful of the role young people play in society and encourage their development and involvement;
- To minimise negative environmental impact in our work.

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### **Grant making policy**

The charity is funded by donations and grants. The charity gives out grants in the form of awards to affiliated organisations in line with the above objects where applicable.

The application of the funds is normally by way of direct charitable activity and supporting the activity of affiliated organisations.

# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

### **Year ended 31 December 2023**

#### **Achievements and performance**

The trustees of We Stand Together are of the belief that understanding ultimately only really comes from people of different backgrounds coming together and talking to one another. This is enabled by events which bring people of different backgrounds together, by work in schools and other places of education and by our series of Difficult Dialogues, which create the opportunities for issues which can cause division to be openly discussed and debated.

There is a danger that community cohesion can be oversimplified and used for events and initiatives which, whilst really important in themselves, do not address issues of difference and division or bring together people who are already committed to the cause and entirely comfortable in multi-cultural, diverse or multi-faith settings. There is a need to go beyond the 'usual suspects' and, in particular, to go beyond people of influence and leadership in communities so that members of those communities get the same opportunities to build understanding and address their prejudices at the local level.

A key aim of the trustees has been to get We Stand Together as the overall campaign to promote community cohesion in Greater Manchester and beyond. We look for our philosophy to be incorporated into the day to day work on community cohesion of statutory agencies and thousands of voluntary, community and faith sector groups. We Stand Together does not want to be the sole community cohesion initiative in Greater Manchester and indeed encourages and tries to support the many other initiatives and events which are a positive sign of the commitment of many to promoting understanding. We have been fortunate to use ARIS (Asset Recovery Incentivisation Scheme) funding to encourage this and many organisations have affiliated to us as part of furthering their community cohesion work. A significant part of the ARIS funding was used to make awards to these affiliates, both recognising their positive work and enabling them to pursue future cohesion work.

The year 2023 has presented We Stand Together with notable challenges, influenced by significant international developments that have affected our community workshops, partnerships, and grant distribution. Despite these difficulties, the Trustees and the entire organisation remain steadfast in our commitment to promoting inclusion, understanding, and community cohesion across Greater Manchester and beyond.

Achievements over the past year have included:

#### **1. Conference & Awards Evening**

The #WeStandTogether Conference and Awards Dinner took place on 31 May 2023 at the Manchester Communications Academy. This was held in partnership with Carisma and included the OSBAs (Outstanding Social Behaviour Awards).

The conference was a great success with 100 attendees. The Mayors of Manchester, Salford, Wigan Trafford and Rochdale were present to hand out many of the awards. Table top discussions were lively and elicited new ideas for activities whilst reinforcing the need to collaborate, educate, bring diverse communities together, and speak out where we see issues.

There were many highlights of the evening including celebrating the outstanding work and achievements of our affiliates with awards. The top award of £2,500 went to North Manchester Community Partnership. The £1000 winners were Become United, Better Things & Manchester Sikh Foundation (FeedMyCity). The winners of the £500 were Culture Bridge, Flowhesion, JAMH, Bury Active Women's Centre and KYSO.

# We Stand Together CIO

## Trustees' Annual Report *(continued)*

### Year ended 31 December 2023

Thanks were given to our sponsors: Greater Manchester Police, GMVCO (10GM), Community Futures Trust CIC, Solopress, #SBH Charitable Trust, and MuPrint.



*Above – participants at our 2023 #WeStandTogether Conference & Awards*

*Below – top award winners, North Manchester Community Partnership*



## **2. Affiliates**

Our affiliate model, informed by MBA student recommendations, has been very successful in progressing work across Greater Manchester. We now have 50 affiliated organisations, primarily based in Greater Manchester, and have been able to give out over £20,000 in grant awards to affiliates in the last 2 years.

During the year we were able to deliver presentations and workshops as part of several events run by affiliates. These included Communities 4 All, Bury Active Women's Centre, Rainbow Surprise, Manchester Sikh Foundation, Khush Amdid, and Saheli. We will continue our development in this direction in progressing our work.

# We Stand Together CIO

## Trustees' Annual Report *(continued)*

Year ended 31 December 2023



*Above – Robin Graham (Steering Group Co-Chair) with Ayesha Arif, Director of Bury Active Women's Centre, at their community cohesion & cultural food festival*

### 3. Workshops

We have continued to offer workshop sessions to schools, colleges, youth and community groups on discrimination and diversity, though demand overall has decreased. Positive outcomes from the workshops include:

- **Understanding of discrimination** increased from 6.24 to 8.31.
- **Understanding of diversity** increased from 6.41 to 8.39.
- 79.2% of participants reported **increased empathy** towards those experiencing discrimination and prejudice.
- 81.5% reported that they now felt **more confident to be able to challenge discrimination** if they see it.

Our workshops also elicit many positive comments, one indicative being: "I really loved the interactive aspect of the workshop. I'm glad I was able to interact with others and discuss answers with them. This time, I wasn't quite active, but surely next time I will because I've become more confident."



*Above – Anti-discrimination Workshop at Burnage Academy for Boys.*

# We Stand Together CIO

## Trustees' Annual Report *(continued)*

### Year ended 31 December 2023

#### 4. Partnerships and Representation

We are working closely as a named partner in two Reaching Communities funded projects: *North Manchester Community Partnership* and *Feed My City*. This includes us helping deliver cohesion events and advise on wider aspects of cohesion work.

We continued our involvement in various community and government forums, including:

- The Greater Manchester Hate Crime Working Group (GMHCWG) with Cohesion Officers from the 10 Local Authorities as well as GMP, GMCA and CPS. The key input with GMHCWG has been to emphasise prevention work but also constructive responses to hate crime. This is very much appreciated by those present and we have seen some very constructive work as a result being taken without our needing to be directly involved.
- Greater Manchester Equality Alliance, which brings together representatives from across the voluntary, community, faith and social enterprise sector to input on various initiatives across the City Region. This is led by GMCVO, and we use this platform to promote and align our work.

#### 5. Training

We delivered several training workshops during the year, including:

- Community Engagement & Development for Cohesion
- Train the Trainer - Anti-Discrimination Pack
- Fundraising for Cohesion

Our outcomes included:

- **Understanding of community engagement** increased from 5.90 to 8.60
- **Understanding of diversity** increased from 7.08 to 8.69.
- 96% reporting now having the **skills to use #WeStandTogether's Anti-discrimination Pack** with local groups or communities.
- Anti-discrimination **training skills** increased from 4.85 to 7.69
- 100% reported **improved confidence** in using the #WeStandTogether Anti-discrimination Pack.
- **Confidence in fundraising** increased from 4.10 to 7.05

There were many positive comments including:

"Enlightening my 'taken for granted' on anti-discrimination and what key dominating issues are."

"It's about having the space to have a dialogue and discussion in a safe space, ask questions rather than assume or tell."

We also ran 'Not Part of My Job' training as part of Wigan's taxi driver training programme, building understanding, ability and confidence on how to respond to discriminatory abuse using positive communication to de-escalate tension. This also emphasised the importance of reporting hate crime.

#### 6. Other Initiatives

We had five #WeStandTogether columns in the Manchester Evening News on community cohesion issues during the year. The columns cover many cohesion issues and appear online at [www.inyourarea.co.uk/news/tag/westandtogether](http://www.inyourarea.co.uk/news/tag/westandtogether).

We continue to support #WeStandTogether Cricket Club, which plays in the Greater Manchester Amateur Cricket League. We also linked with Rainbow Surprise and Lancashire CC to run Cricket Training for young people.

# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

### **Year ended 31 December 2023**

#### **Financial review**

The charity received £4,971 in donations, £1,005 in sales, £400 for carrying out training and £25,454 as a grant during the year. £16,304 was paid out by way of direct charitable activity and support costs, mainly using grants received in this financial year.

This expenditure was made in line with the stated objects of the charity and was for the promotion of equality and diversity for the public benefit. Costs incurred include payments for staff, insurances and the CIO's Conference and Awards event.

The trustees wish to thank all their benefactors and specifically Greater Manchester Police for their generosity without which the charity simply would not have been able to provide its vital services.

The charity has low governance costs comprising professional fees.

There were no material fundraising costs during the year.

There were no related party transactions in the reporting period.

#### **Reserves policy**

The Unrestricted Fund represents the unrestricted funds arising from past operating results. The Trustees are working towards increasing the balance of this Fund through increasing donations.

The Trustees are satisfied that the overall balance of the Fund is an acceptable level of reserves given the nature of receipts against expenditure on charitable activity.

In considering the financial obligations of the charity, the trustees have resolved to maintain a reserve equal to at least six months charity expenditure.

The trustees are delighted to have made many valuable contributions to the community and hope to be able to do so for many years to come.

The reserves stand at £18,382 of which £11,861 relates to the restricted fund and £6,521 the unrestricted fund.

The trustees' annual report was approved on 30 October 2024 and signed on behalf of the board of trustees by:



**Erinma Bell**

Chair of Trustees

# We Stand Together CIO

## Statement of Financial Activities

Year ended 31 December 2023

		Year to 31 Dec 2023		Total funds	Total funds
	Note	Unrestricted funds	Restricted funds	2023	2022
		£	£	£	£
<b>Income and endowments</b>					
Donations, grants and legacies	1	4,971	25,454	30,425	2,521
Others	2	1,405	0	1,405	0
<b>Total income</b>		<u>6,376</u>	<u>25,454</u>	<u>31,830</u>	<u>2,521</u>
<b>Expenditure</b>					
Expenditure on charitable activities	3	2,247	14,057	16,304	21,230
<b>Total expenditure</b>		<u>2,247</u>	<u>14,057</u>	<u>16,304</u>	<u>21,230</u>
<b>Net income and net movement in funds</b>		<u>4,129</u>	<u>11,397</u>	<u>15,526</u>	<u>-18,709</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		2,392	464	2,856	21,565
<b>Total funds carried forward</b>		<u>6,521</u>	<u>11,861</u>	<u>18,382</u>	<u>2,856</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

# We Stand Together CIO

## Statement of Financial Position

Year ended 31 December 2023

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	Note	2023 £	£	2022 £
<b>Current assets</b>				
Cash at bank and in hand		18,382		2,856
<b>Creditors: amounts falling due within one year</b>		<u>0</u>		<u>0</u>
<b>Net current assets</b>			<u>18,382</u>	<u>2,856</u>
<b>Total assets less current liabilities</b>			<u>18,382</u>	<u>2,856</u>
<b>Net assets</b>			<u>18,382</u>	<u>2,856</u>
<b>Funds of the charity</b>				
Restricted funds			11,861	464
Unrestricted funds			<u>6,521</u>	<u>2,392</u>
<b>Total charity funds</b>			<u>18,382</u>	<u>2,856</u>

These financial statements were approved by the board of trustees and authorised for issue on 30th October 2024, and are signed on behalf of the board by:



**M Atwal**  
Trustee

# We Stand Together CIO

## Notes to the Financial Statements

Year ended 31 December 2023

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### 1. Donations, grants and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
<b>Donations</b>			
Donations	4,971	–	<b>4,971</b>
<b>Grants</b>			
Grants receivable	–	25,454	<b>25,454</b>
<b>2. Others</b>			
Sales	1,005		<b>1,005</b>
Training	400	–	<b>400</b>
	<u>6,376</u>	<u>25,454</u>	<u><b>31,830</b></u>

### 3. Expenditure on charitable activities by activity type

Activities undertaken  
directly 2023  
£

Refreshments	13
Stationery, Postage, Printing	279
Publicity	410
Computing	184
Donations	7,000
Awards	1,349
Staffing	7,069
Governance costs	-
	<u><b>16,304</b></u>

No salaries, wages or expenses have been paid to the trustees during the period. There have been no related party transactions in the year.

**Independent examiner's report to the trustees of We Stand Together CIO**  
**Charity Registration Number: 1175945**

I report to the charity's trustees on my examination of the accounts of the charity for the year ended 31<sup>st</sup> December 2023 which are set out on **pages 9 to 11**.

**Respective Responsibilities of Trustees and Examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011(the 2011 Act.)

It is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- To state whether particular matters have come to my attention.

**Basis of Independent Examiners Report**

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out below.

**Independent Examiner's Statement**

In connection with my examination, other than listed below, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records have in accordance with section 130 of the Act;  
and
- to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act,  
have not been met; or

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

Signed: 

Date: 30<sup>th</sup> October 2024

Sugra Akbar FCCA  
Association of Chartered Certified Accountants  
Accountex Pro  
16 Cestrian Street  
Bolton  
BL3 2BD

**WE STAND TOGETHER**

England & Wales - Charity number 1175945

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# Accounts

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CHARITY REGISTRATION NUMBER: 1175945

**We Stand Together CIO**  
**Financial Statements**  
**31 December 2022**

# **We Stand Together CIO**

## **Financial Statements and Annual Report**

**Year ended 31 December 2022**

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	<b>Page</b>
Trustees' annual report	<b>1</b>
Statement of financial activities	<b>11</b>
Statement of financial position	<b>12</b>
Notes to the financial statements	<b>13</b>
Independent examiner's report	<b>14</b>

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# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

### **Year ended 31 December 2022**

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The trustees present their report and financial statements of the charity for the year ended 31 December 2022.

#### **Reference and administrative details**

<b>Registered charity name</b>	We Stand Together CIO
<b>Charity registration number</b>	1175945
<b>Principal office</b>	C/O Crumpsall Community Hall Cleveland Rd Manchester M8 4QU

<b>The trustees</b>	Dr Erinma Bell MBE, DL The Very Reverend Rogers Morgan Govender Sir Peter Fahy Mohammed Rehman Ullah Nidhi Sinha Minocha Kate Maggs Mohammed Ali Qaisra Shahraz Jagmail Singh Mandip Singh Atwal
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# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

**Year ended 31 December 2022**

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### **Structure, governance and management**

We Stand Together is constituted as a Charitable Incorporated Organisation (CIO). The CIO was registered with the Charity Commission on 27th November 2017 with its charity number being 1175945.

The CIO is governed by a board of trustees. Trustees meet at least once per calendar year. They are elected and opted under the terms of the Articles of Association. A third of the trustees retire at each Annual General Meeting and are eligible for re-election at that time. Overall responsibility for the management of We Stand Together rests with the board of trustees.

There is no chief executive officer. The day to day affairs are delegated to a Steering Group and Mr Jonny Wineberg, Director of Operations, under the direction of Dr Bell on behalf of the trustees. All major decisions are taken collectively by the trustees and all the trustees give of their time freely. The trustees are unpaid and details of any related party transactions are disclosed as applicable in the notes to the accounts. The arrangement for setting the pay for the charity's employees are the sole domain of the trustees.

### **Risk review**

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the CIO and are satisfied that systems are in place to manage our exposure to the major risks.

Report back and review procedures strengthen these safeguards to ensure public benefit is achieved from all grants.

# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

**Year ended 31 December 2022**

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### **The objects of the charity are:**

The promotion of equality and diversity for the public benefit by:

- (a) promoting knowledge, mutual understanding and respect between communities;
- (b) advancing education and raising awareness about the nine protected characteristics under the Equality Act 2010 to promote good relations between persons of different groups;
- (c) working towards the elimination of discrimination on all grounds;
- (d) promoting good relations between different groups..

### **We Stand Together's Mission is to:**

- Celebrate the UK's diverse communities
- Challenge hatred and intolerance
- Build a safer and stronger UK

**Our vision is for the UK to act as one nation where people from all communities and backgrounds feel included and valued and hatred has no place, worth or relevance.**

### **Our work is underpinned by the following values:**

- To affirm and celebrate the diversity of the UK by raising awareness about the importance of peaceful and respectful coexistence;
- To support the principle that dialogue and cooperation can only prosper if they are rooted in respectful relationships that do not blur or undermine the distinctiveness of different communities;
- Not to discriminate for reasons of faith, race, gender, sexuality, age, physical or mental ability;
- To challenge any who promote or practice views prejudicial to the public good and inclusion of all;
- To help make the UK a place marked by mutual understanding and respect where all can practice free speech and free expression as long as that is not harmful to others;
- To be particularly mindful of the role young people play in society and encourage their development and involvement;
- To minimise negative environmental impact in our work.

### **Public benefit**

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities and setting grant making policy for the year.

### **Grant making policy**

The charity is funded by donations. The charity gives out grants in the form of awards to affiliated organisations in line with the above objects where applicable.

There were no individual or institutional grants made during the year.

The application of the funds is normally by way of direct charitable activity.

# We Stand Together CIO

## Trustees' Annual Report *(continued)*

Year ended 31 December 2022

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### Achievements and performance

We Stand Together started as a reaction to the terrorist attacks in Paris in 2015 to show that Greater Manchester would not be divided by the actions of violent extremists determined to create division between people of different faiths, racial heritage and other backgrounds. When a horrific terrorist attack was visited on our home city in 2017, the relationships formed meant that the communities did stand together in the wake of that attack to reaffirm that extremists would not cause people to turn against each other.

Soon thereafter, we registered with the Charity Commission and looked to step up our activity. The trustees sharpened the focus of our work on the core issues which cause division and suspicion. They reaffirmed their belief that understanding ultimately only really comes from people of different backgrounds coming together and talking to one another. This is enabled by events which bring people of different backgrounds together, by work in schools and other places of education and by our series of Difficult Dialogues, which create the opportunities for issues which can cause division to be openly discussed and debated.

There is a danger that community cohesion can be oversimplified and used for events and initiatives which, whilst really important in themselves, do not address issues of difference and division or bring together people who are already committed to the cause and entirely comfortable in multi-cultural, diverse or multi-faith settings. There is a need to go beyond the 'usual suspects' and, in particular, to go beyond people of influence and leadership in communities so that members of those communities get the same opportunities to build understanding and address their prejudices at the local level.

A key aim of the trustees has been to get We Stand Together as the overall campaign to promote community cohesion in Greater Manchester and beyond. We look for our philosophy to be incorporated into the day to day work on community cohesion of statutory agencies and thousands of voluntary, community and faith sector groups. We Stand Together does not want to be the sole community cohesion initiative in Greater Manchester and indeed encourages and tries to support the many other initiatives and events which are a positive sign of the commitment of many to promoting understanding. We have been fortunate to use ARIS (Asset Recovery Incentivisation Scheme) funding to encourage this and many organisations have affiliated to us as part of furthering their community cohesion work. A significant part of the ARIS funding was used to make awards to these affiliates, both recognising their positive work and enabling them to pursue future cohesion work.

2022 saw the charity further recovering from the COVID-19 pandemic and able to hold more in-person events, something that is fundamental to an organisation with 'Together' in its name. We did continue to utilise on-line platforms wherever appropriate but, as the country opened up, started to meet more in person.

Achievements over the past year have included:

- Progressing our Anti-discrimination Project that is using our Anti-discrimination Workshop Pack and delivering workshops with schools, colleges, youth and community groups. We reached over 2,500 people through these workshops and hope that we will reach even more substantial numbers in the coming year.

Number of people engaged through sessions:	2513
Schools	6
Colleges	1
Youth Groups	4
Community groups	4
Active Volunteers:	5

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# We Stand Together CIO

## Trustees' Annual Report *(continued)*

Year ended 31 December 2022

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Results from these included:

- Understanding of discrimination rising from an average of 6.74 to 8.22 out of 10.
- Over 80% saying that the workshops had increased their empathy towards those experiencing discrimination and prejudice.
- Over 85% being more confident to be able to challenge discrimination if they see it.
- 78% wanting to do more to help improve community cohesion locally.



*Above – Participants in #WeStandTogether Anti-discrimination Workshop at Oldham Youth Council*

*Below - Participants in #WeStandTogether Anti-discrimination Workshop at Caritas-Rainbow Surprise Coffee Morning*



# We Stand Together CIO

## Trustees' Annual Report *(continued)*

### Year ended 31 December 2022

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Comments from participants included:

*Greater understanding of the size of minoritized communities in GM & worldwide.*

*Made me understand different backgrounds.*

*Facts and figures produced in writing gave me confidence to speak out. And to be probably the only person of colour in the room, food for thought on why WI need to reach out to different women of colour, race, religion sex and disability.*

*The most positive aspects of the workshop were the speaker's clear information, facts and figures. Getting everyone to guess questions opened the groups to discuss information given.*

*Engaging, just the right amount of info.*

*Excellent information and data.*

*It changed my understanding of discrimination and diversity by a lot of things. I understood how important everyone was. They are not only unique but also important.*

*To treat people fair and think about others, the world has enough space for everyone.*

*It surprised me in some ways when showing my the amounts of people in certain cultures that exist in the world.*

*It shows how people would be scared to be who they are because of fear of others.*

*It changed my confidence by making me more proud seeing how many people are able to choose what type of person they want to be and are proud of it.*

*I will always be proud of my ethnicity and I am proud that I am diverse.*

*I feel more confident to speak out against discrimination.*

*It made me realise how we need to still work on changing society for the benefit, well being and safety of individuals.*

*Seeing the real results after taking guesses makes me feel shocked and kind of proud to be myself as well.*

*It helped raise awareness that they're are many people who are discriminated against and how we should stand against it.*

*I hope people get equality thank you for doing this.*

- Delivering 6 training workshops with over 30 different participants including on:
  - Train the Trainer - Using the #WeStandTogether Anti-Discrimination Pack
  - Planning and Facilitating Difficult Dialogues
  - Community Engagement and Development for Cohesion
  - Fundraising for Cohesion Activities

Results from these included:

- Understanding of diversity rising from an average of 7.10 to 8.69 out of 10.
- Anti-discrimination training skills rising from an average of 4.85 to 7.69 out of 10.
- 96% saying that they now had the skills to use the Anti-discrimination Pack with local groups or communities.
- 100% expressing increased confidence to use the Anti-discrimination Pack.

# We Stand Together CIO

## Trustees' Annual Report *(continued)*

### Year ended 31 December 2022

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- Community development work with new affiliates and in neighbourhoods, working with Cohesion Officers, GMP and others to identify where our work can be effective.
  - Nine #WeStandTogether columns in the Manchester Evening News on community cohesion issues. The columns appear online at [www.inyourarea.co.uk/news/tag/westandtogether](http://www.inyourarea.co.uk/news/tag/westandtogether).
  - Six Difficult Dialogue events on diverse topics, in partnership with a number of organisations to reach a wider audience, including Salford CVS, Action Together, Greater Manchester Council for Voluntary Organisations, Faith Network 4 Manchester, Sangha, Communities 4 All, Community Futures Trust, Better Things and Rainbow Surprise. We made these hybrid with both in-person and on-line participation leading to wider reach than previously. Our dialogues during the year included:
    - Policing & Preventing Hate Crime – with new Greater Manchester Police Chief Constable, Stephen Watson and exploring why hate crime is rising in our communities, the police response and how we can undertake preventative action.
    - Europe in Crisis – held at the Ukrainian Cultural Centre and online with input from Bob Sopel, Chair of Association of Ukrainians Great Britain, Manchester Branch. It explored how Brexit is playing out for diverse communities; the impact of the war in Ukraine and what we can do locally to affect better relations across Europe.
    - COVID-19 & Young People's Resilience – with Councillor Eamonn O'Brien, GMCA Lead for young people and exploring the disproportionate effect of COVID-19 on minoritised communities and young people. We discussed the huge increase in mental health issues amongst young people and how young people can build their resilience.
    - New Legislation & Effects on Cohesion – in partnership with the Traveller Movement giving participants an opportunity to explore the implications of the Police, Crime, Sentencing and Courts Act 2022 and upcoming proposals to replace the Human Rights Act 1998 with a Bill of Rights. We explored the likely effect of legislation on the rights of the Gypsy, Romany and Traveller (GRT) community and to lawful and peaceful protests along with how We Stand Together and others should be responding to these changes.
    - Modern Day Slavery in the UK in 2022 in the UK – in collaboration with the Rotary Club of Manchester and with Liam Durkan from Hope for Justice. We explored how Modern Slavery exists in 2022 in the UK; who is addressing the issue and are they doing enough; and what we can do to break the cycle.
    - Are the Days of the Monarchy Numbered – discussing if a monarchy is still appropriate for a modern democracy; how we and the media should treat the royal family; and how we, and the monarchy, can help the UK be more inclusive.
  - Monthly e-mailings and improvements to our website.
  - #WeStandTogether Cricket Club, which plays in the Greater Manchester Amateur Cricket League. We also linked with Rainbow Surprise and Lancashire CC to run Cricket Training for young people.
  - External Organisation Networking, attending the Greater Manchester Hate Crime Working Group with Cohesion Officers from the 10 Local Authorities as well as GMP, GMCA and CPS and use this platform as an opportunity to promote our work and opportunities. We are also involved with the GM Equality Alliance, led by GMCVO, again using this platform to promote and align our work.
  - Our first Conference & Awards Evening, held in May as the culmination of #WeStandTogether Month at the Manchester Communication Academy with over 120 in attendance. Present were
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# We Stand Together CIO

## Trustees' Annual Report *(continued)*

### Year ended 31 December 2022

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the mayors of Bury, Bolton, Stockport, Tameside, Trafford and Wigan, community activists and charities from across Greater Manchester, local politicians, the Queen and Queen Mother of Harlem, educators, University representatives and other supporters. The event was also the culmination of 18 months of work funded through GMP and ARIS reaching over 5,000 people.

Erinma Bell, Chair of Trustees, addressed the attendees and suggested that true cohesion goes beyond tolerance. Tolerance suggests grudging acceptance whereas actual communities can only be formed around love and understanding, so that is what we must do. The keynote address for the event was delivered by Barbara Rosenthal – therapist and trainer for Cruse Bereavement Support. She recounted the lives of those lost in the Arena Attack and the grief that came into the lives of all who had known them. She spoke about how love and understanding is the only way to heal from this grief and that we must act not act with hate if we are to emerge stronger from this tragedy.



*Above – participants at our 2022 #WeStandTogether Conference & Awards*

*Below – top award winners, Happy Smiles Training CIC*



# We Stand Together CIO

## Trustees' Annual Report *(continued)*

### Year ended 31 December 2022

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The recipients of the #WeStandTogether Affiliate Awards were announced throughout the event. Award Winners shared their cohesion efforts in communities and presented how they are bringing people from diverse backgrounds together. Awards were given to:

Organisation	Type	Award Amount
Happy Smiles Training CIC	Anti-discrimination training	£2500
Communities for All	Community Cohesion	£1000
Women's Voices	Women's Rights	
Bury Creative Case for Diversity Group	Performing Arts	
Socio Economic Regeneration CIC	Social Enterprise	
Be The Change Youth Project CIC	Youth Group	£500
RedStar FC	Youth Sports Club	
Feed My City	Food Bank	
Europa	Community Development	
Rainbow Surprise	Food Bank and Cohesion	
Feelgood Communities CIC	Wellbeing	
CARISMA	Anti-discrimination	
RADEQUAL	Community Cohesion	

The event included two robust table-talk discussions on how local #WeStandTogether Projects and Groups can improve community cohesion, and how local authorities, GMP and We Stand Together itself can aid community cohesion efforts.

Participants suggested that local groups will allow communities to network; share experiences, culture and skills around tackling social issues; help engage more people with #WeStandTogether; allow people spaces to actively challenge hateful and discriminatory views; and will allow diversity a platform to bring people together around cultural touchpoints.

I am grateful for the support and time given by our diverse board of trustees during the year. The real work of the charity is carried out by our Steering Group and increasing network of active supporters and we thank them for all their efforts. Our staff team, led by Jonny Wineberg, our Director of Operations, have done a tremendous job of developing and delivering our work over this year, and our thanks to our Administrative Support Worker, Talha Chaudhry, for his great contribution.

There continue to be many challenges for those involved in promoting community cohesion and many brave people who have taken a stance have been subject to abuse and personal attacks. The 'hostile environment' is a painful reality for many migrant communities and there are too few people promoting the many positive impacts of immigration and the great diversity of our cities. On the other hand, people in Greater Manchester from many different backgrounds successfully live work and study alongside one another and carry out daily acts of kindness. The younger generation is growing up without many of the prejudices of the previous generation and, when tested in extreme circumstances, the people of Greater Manchester have shown their opposition to extremism and prejudice. We Stand Together will continue to build on this.

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# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

**Year ended 31 December 2022**

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### **Financial review**

The charity received £2,521 in donations during the year. £21,230 was paid out by way of direct charitable activity and support costs, mainly using grants received in the previous financial year.

This expenditure was made in line with the stated objects of the charity and was for the promotion of equality and diversity for the public benefit. Costs incurred include payments for staff, insurances and the CIO's Conference and Awards event.

The trustees wish to thank all their benefactors and specifically Greater Manchester Police for their generosity without which the charity simply would not have been able to provide its vital services.

The charity has low governance costs comprising professional fees.

There were no material fundraising costs during the year.

There were no related party transactions in the reporting period.

### **Reserves policy**

The Unrestricted Fund represents the unrestricted funds arising from past operating results. The Trustees are working towards increasing the balance of this Fund through increasing donations.

The Trustees are satisfied that the overall balance of the Fund is an acceptable level of reserves given the nature of receipts against expenditure on charitable activity.

In considering the financial obligations of the charity, the trustees have resolved to maintain a reserve equal to at least six months charity expenditure.

The trustees are delighted to have made many valuable contributions to the community and hope to be able to do so for many years to come.

The reserves stand at £2,856 of which £2,392 relates to the restricted fund and £464 the unrestricted fund.

The trustees' annual report was approved on 31 October 2023 and signed on behalf of the board of trustees by:



**Erinma Bell**

Chair of Trustees

# We Stand Together CIO

## Statement of Financial Activities

Year ended 31 December 2022

		Year to 31 Dec 2022		Total funds	Total funds
	Note	Unrestricted funds	Restricted funds	2022	2021
		£	£	£	£
<b>Income and endowments</b>					
Donations, grants and legacies	1	2,521	0	2,521	467
Others	2	0	0	0	50
<b>Total income</b>		<u>2521</u>	<u>0</u>	<u>2521</u>	<u>517</u>
<b>Expenditure</b>					
Expenditure on charitable activities	3	371	20,859	21,230	23,958
<b>Total expenditure</b>		<u>371</u>	<u>20,859</u>	<u>21,230</u>	<u>23,958</u>
<b>Net income and net movement in funds</b>		<u>2150</u>	<u>-20,859</u>	<u>--18,709</u>	<u>-23,441</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		242	21,323	21,565	45,006
<b>Total funds carried forward</b>		<u>2,392</u>	<u>-464</u>	<u>2,856</u>	<u>21,565</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

# We Stand Together CIO

## Statement of Financial Position

Year ended 31 December 2022

	Note	2022 £	£	2021 £
<b>Current assets</b>				
Cash at bank and in hand		2,856		
<b>Creditors: amounts falling due within one year</b>		<u>0</u>		
<b>Net current assets</b>			<u>2,856</u>	<u>21,565</u>
<b>Total assets less current liabilities</b>			<u>2,856</u>	<u>21,565</u>
<b>Net assets</b>			<u>2,856</u>	<u>21,565</u>
<b>Funds of the charity</b>				
Restricted funds			2,392	21,323
Unrestricted funds			<u>464</u>	<u>242</u>
<b>Total charity funds</b>			<u>2,856</u>	<u>21,565</u>

These financial statements were approved by the board of trustees and authorised for issue on 31 October 2023, and are signed on behalf of the board by:



**M Atwal**  
Trustee

# We Stand Together CIO

## Notes to the Financial Statements

Year ended 31 December 2022

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### 1. Donations, grants and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
<b>Donations</b>			
Donations	2,521	–	2,521
<b>Grants</b>			
Grants receivable	–	–	–
<b>2. Others</b>			
Bank Refund	0	–	0
	<u>2,521</u>	<u>0</u>	<u>2,521</u>

### 3. Expenditure on charitable activities by activity type

Activities undertaken  
directly 2022  
£

Refreshments	48
Marketing	395
DBS Checks	61
Computing	110
Donations	10,261
Venue	60
Awards	2044
Staffing	8,251
Governance costs	-
	<u>21,230</u>

No salaries, wages or expenses have been paid to the trustees during the period. There have been no related party transactions in the year.

**Independent examiner's report to the trustees of We Stand Together CIO**  
**Charity Registration Number: 1175945**

I report to the charity's trustees on my examination of the accounts of the charity for the year ended 31<sup>st</sup> December 2022 which are set out on **pages 10 to 12**.

**Respective Responsibilities of Trustees and Examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011(the 2011 Act.)

It is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- To state whether particular matters have come to my attention.

**Basis of Independent Examiners Report**

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out below.

**Independent Examiner's Statement**

In connection with my examination, other than listed below, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records have in accordance with section 130 of the Act;  
and
- to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act,  
have not been met; or

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

Signed: 

Date: 31<sup>st</sup> October 2023

Sugra Akbar FCCA  
Association of Chartered Certified Accountants  
Accountex Pro  
16 Cestrian Street  
Bolton  
BL3 2BD

**WE STAND TOGETHER**

England & Wales - Charity number 1175945

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# Accounts

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CHARITY REGISTRATION NUMBER: 1175945

**We Stand Together CIO  
Financial Statements  
31 December 2021**

# **We Stand Together CIO**

## **Financial Statements and Annual Report**

**Year ended 31 December 2021**

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Independent examiner's report	<b>10</b>
Notes to the financial statements	<b>11</b>

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# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

### **Year ended 31 December 2021**

---

The trustees present their report and the unaudited financial statements of the charity for the year ended 31 December 2021.

#### **Reference and administrative details**

<b>Registered charity name</b>	We Stand Together CIO
<b>Charity registration number</b>	1175945
<b>Principal office</b>	C/O Crumpsall Community Hall Cleveland Rd Manchester M8 4QU

<b>The trustees</b>	Sir Peter Fahy The Very Reverend Rogers Morgan Govender Dr Erinma Bell MBE, DL Mohammed Rehman Ullah Nidhi Sinha Minocha Kate Maggs Mohammed Ali Qaisra Shahraz Jagmail Singh Mandip Singh Atwal
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# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

**Year ended 31 December 2021**

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### **Structure, governance and management**

We Stand Together is constituted as a Charitable Incorporated Organisation (CIO). The CIO was registered with the Charity Commission on 27th November 2017 with its charity number being 1175945.

The CIO is governed by a board of trustees. Trustees meet at least once per calendar year. They are elected and opted under the terms of the Articles of Association. A third of the trustees retire at each Annual General Meeting and are eligible for re-election at that time. Overall responsibility for the management of We Stand Together rests with the board of trustees.

There is no chief executive officer. The day to day affairs are delegated to a Steering Group and Mr Jonny Wineberg, Director of Operations, under the direction of Mr Fahy, and latterly Dr Bell, on behalf of the trustees. All major decisions are taken collectively by the trustees and all the trustees give of their time freely. The trustees are unpaid and details of any related party transactions are disclosed as applicable in the notes to the accounts. The arrangements for setting the pay for the charity's employees are the sole domain of the trustees.

A policy and procedure for the induction and training of new trustees is in place.

### **Risk review**

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the CIO and are satisfied that systems are in place to manage our exposure to the major risks.

Report back and review procedures strengthen these safeguards to ensure public benefit is achieved from all grants.

# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

**Year ended 31 December 2021**

---

### **The objects of the charity are:**

The promotion of equality and diversity for the public benefit by:

- (a) promoting knowledge, mutual understanding and respect between communities;
- (b) advancing education and raising awareness about the nine protected characteristics under the Equality Act 2010 to promote good relations between persons of different groups;
- (c) working towards the elimination of discrimination on all grounds;
- (d) promoting good relations between different groups..

### **We Stand Together's Mission is to:**

- Celebrate the UK's diverse communities
- Challenge hatred and intolerance
- Build a safer and stronger UK

**Our vision is for the UK to act as one nation where people from all communities and backgrounds feel included and valued and hatred has no place, worth or relevance.**

### **Our work is underpinned by the following values:**

- To affirm and celebrate the diversity of the UK by raising awareness about the importance of peaceful and respectful coexistence;
- To support the principle that dialogue and cooperation can only prosper if they are rooted in respectful relationships that do not blur or undermine the distinctiveness of different communities;
- Not to discriminate for reasons of faith, race, gender, sexuality, age, physical or mental ability;
- To challenge any who promote or practice views prejudicial to the public good and inclusion of all;
- To help make the UK a place marked by mutual understanding and respect where all can practice free speech and free expression as long as that is not harmful to others;
- To be particularly mindful of the role young people play in society and encourage their development and involvement;
- To minimise negative environmental impact in our work.

### **Public benefit**

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities and setting grant making policy for the year.

### **Grant making policy**

The charity is funded by donations. The charity gives out grants in line with the above objects where applicable.

There were no individual or institutional grants made during the year.

The application of the funds is normally by way of direct charitable activity.

# We Stand Together CIO

## Trustees' Annual Report *(continued)*

Year ended 31 December 2021

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### Achievements and performance

We Stand Together started as a reaction to the terrorist attacks in Paris in 2015 to show that Greater Manchester would not be divided by the actions of violent extremists determined to create division between people of different faiths, racial heritage and other backgrounds. When a horrific terrorist attack was visited on our home city in 2017, the relationships formed meant that the communities did stand together in the wake of that attack to reaffirm that extremists would not cause people to turn against each other.

Soon thereafter, we registered with the Charity Commission and looked to step up our activity. The trustees sharpened the focus of our work on the core issues which cause division and suspicion. They reaffirmed their belief that understanding ultimately only really comes from people of different backgrounds coming together and talking to one another. This is enabled by events which bring people of different backgrounds together, by work in schools and other places of education and by our series of Difficult Dialogues, which create the opportunities for issues which can cause division to be openly discussed and debated.

There is a danger that community cohesion can be oversimplified and used for events and initiatives which, whilst really important in themselves, do not address issues of difference and division or bring together people who are already committed to the cause and entirely comfortable in multi-cultural, diverse or multi-faith settings. There is a need to go beyond the 'usual suspects' and, in particular, to go beyond people of influence and leadership in communities so that members of those communities get the same opportunities to build understanding and address their prejudices at the local level.

A key aim of the trustees has been to get We Stand Together as the overall campaign to promote community cohesion in Greater Manchester and beyond. We look for our philosophy to be incorporated into the day to day work on community cohesion of statutory agencies and thousands of voluntary, community and faith sector groups. We Stand Together does not want to be the sole community cohesion initiative in Greater Manchester and indeed encourages and tries to support the many other initiatives and events which are a positive sign of the commitment of many to promoting understanding. We have been fortunate to use ARIS funding to encourage this and will be making awards to groups in 2022.

2021 continued to be a difficult year for the charity with COVID-19 still affecting our ability to hold in-person events, something that is fundamental to an organisation with 'Together' in its name. We utilised on-line platforms wherever possible and, as the country opened up, started to meet in person again.

Achievements over the past year have included:

- Progressing our Anti-discrimination Project that is using our Anti-discrimination Workshop Pack and delivering workshops with schools, colleges, youth and community groups. We reached over 4,000 people through these workshops and hope that we will reach even more substantial numbers in the coming year.

Number of people engaged through sessions:	4348
Schools	11
Colleges	2
Youth Groups	5
Community groups	7
Cohesion workers contacted:	7
Active Volunteers:	5

# We Stand Together CIO

## Trustees' Annual Report *(continued)*

### Year ended 31 December 2021

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Results from these included:

- Understanding of discrimination rising from an average of 6.95 to 8.31 out of 10.
- Over 80% saying that the workshops had increased their empathy towards those experiencing discrimination and prejudice.
- Over 85% being more confident to be able to challenge discrimination if they see it.
- 76% wanting to do more to help improve community cohesion locally.

Comments from participants included:

*It helped me to understand the major points of both discrimination and diversity and helped me to understand how to stop discrimination.*

*It changed my understanding of discrimination and diversity by making me aware that some of these things go on more often than I previously thought.*

*It really opened my eyes to the discrimination towards millions of people and made me think about it more.*

*It showed me that what people may think the majority is might not be and that we should not discriminate people based on their views or things out of their control.*

*It showed me that even just standing up and saying something if I see something that is not right can help people and stop them from being hurt.*

*It changed my empathy by showing how many people have different beliefs to me.*

*It showed me that there is more diversity so we need to challenge discrimination and use facts to challenge the discriminator.*

- Delivering 10 training workshops with over 60 different participants including on:
  - Train the Trainer - Using the #WeStandTogether Anti-Discrimination Pack
  - Planning and Facilitating Difficult Dialogues
  - Community Engagement and Consultation Facilitation
  - Community Engagement and Development for Cohesion
  - Fundraising for Cohesion Activities

Results from these included:

- Understanding of diversity rising from an average of 7.05 to 8.86 out of 10.
- Anti-discrimination training skills rising from an average of 5.05 to 8.00 out of 10.
- 96% saying that they now had the skills to use the Anti-discrimination Pack with local groups or communities.
- 100% expressing increased confidence to use the Anti-discrimination Pack.

Comments from participants included:

*Made me think more deeply about how different demographics are portrayed in the media and how this can impact locally between different communities*

*It helped my understanding of how communities are made up, and how diverse their needs are.*

*I already had a good knowledge of diversity, what I found impressive and useful about the session was how to have conversations about it with people.*

*I loved all the tools and worksheets for how to run sessions. Hope I get to run some, it's so up my street all of this.*

*It's completely opened my mind and made me think about minorities and our use of the word.*

*It's great that the pack is freely available to download and edit.*

*Fantastic training very thought provoking.*

*The We Stand Together handbook is first class and really helpful and I wonder what the new versions in the future will look like.*

# We Stand Together CIO

## Trustees' Annual Report *(continued)*

### Year ended 31 December 2021

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- Community development work with new affiliates and in neighbourhoods, working with Cohesion Officers, GMP and others to identify where our work can be effective.
- A series of fortnightly columns in the Manchester Evening News on community cohesion issues. The columns appear online at [www.inyourarea.co.uk/news/tag/westandtogether](http://www.inyourarea.co.uk/news/tag/westandtogether) as well as in print every other Saturday.
- Difficult Dialogue events on diverse topics, in partnership with a number of organisations to reach a wider audience, including Salford CVS, Action Together, Greater Manchester Council for Voluntary Organisations, Faith Network 4 Manchester, Sangha, Communities 4 All, Community Futures Trust, Better Things and Rainbow Surprise. Our dialogues during the year included:
  - Our Ethical Wardrobe – exploring abuse of people in the sourcing of clothing, particularly Uyghur Muslims and other minorities in forced labour camps in China, partnering with the cooperative, Stitched Up.
  - North South Divide and COVID-19 – exploring how inequalities have seen some communities more severely affected, partnering with the International Centre for Integration and Cohesion.
  - How Open Should We Be? – exploring the balance between openness and safety in our communities.
- Monthly e-mailings and improvements to our website.
- The implementation of our affiliation scheme and affiliate awards, which will be presented in 2022.
- Mental Health 'Breaking the Stigma' event with several diverse partner organisations, over 50 attendees and very positive feedback.
- Arts initiative with The Whitworth with the theme 'Look Around, Look After, Look Ahead'. We had some great entries and several schools and a Pupil Referral Unit participated.
- #WeStandTogether Cricket Club, which plays in the Greater Manchester Amateur Cricket League. We also linked with Rainbow Surprise and Lancashire CC to run a 2 week Cricket Training for young people during the Summer.
- Responding to several hate attacks on individuals and institutions with messages of support and visits.
- External Organisation Networking, attending the Greater Manchester Hate Crime Working Group with Cohesion Officers from the 10 Local Authorities as well as GMP, GMCA and CPS and use this platform as an opportunity to promote our work and opportunities. We are also involved with the GM Equality Alliance, led by GMCVO, again using this platform to promote and align our work.

I am grateful for the support and time given by our diverse board of trustees during this difficult year. The real work of the charity is carried out by our Steering Group and increasing network of active supporters and we thank them for all their efforts. Our staff team, led by Jonny Wineberg, our Director of Operations, have done a tremendous job of developing and delivering our work over this year, and our thanks to our two Project Workers, Faiza Chaudhri and James Edgington and, Administrative Support Worker, Talha Chaudhry for their contributions.

There continue to be many challenges for those involved in promoting community cohesion and many brave people who have taken a stance have been subject to abuse and personal attacks. The 'hostile environment' is a painful reality for many migrant communities and there are too few people promoting the many positive impacts of immigration and the great diversity of our cities. On the other hand,

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# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

### **Year ended 31 December 2021**

---

people in Greater Manchester from many different backgrounds successfully live work and study alongside one another and carry out daily acts of kindness. The younger generation is growing up without many of the prejudices of the previous generation and, when tested in extreme circumstances, the people of Greater Manchester have shown their opposition to extremism and prejudice. We Stand Together will continue to build on this.

#### **Financial review**

The charity received £467 in donations, £50 from a bank refund, during the year, with £45,006 being carried forward from 2020, of which £23,958 was paid out by way of direct charitable activity and support costs.

This expenditure was made in line with the stated objects of the charity and was for the promotion of equality and diversity for the public benefit. Costs incurred include payments for staff and insurances.

The trustees wish to thank all their benefactors, and specifically the Greater Manchester Police Asset Recovery Incentivisation Scheme (ARIS), for their generosity without which the charity simply would not have been able to provide its vital services.

The charity has low governance costs comprising professional fees.

There were no material fundraising costs during the year.

There were no related party transactions in the reporting period.

#### **Reserves policy**

The Unrestricted Fund represents the unrestricted funds arising from past operating results. The Trustees are working towards increasing the balance of this Fund through increasing donations.

The Trustees are satisfied that the overall balance of the Fund is an acceptable level of reserves given the nature of receipts against expenditure on charitable activity.

In considering the financial obligations of the charity, the trustees have resolved to maintain a reserve equal to at least six months charity expenditure.

The trustees are delighted to have made many valuable contributions to the community and hope to be able to do so for many years to come.

The reserves stand at £21,565 of which £21,323 relates to the restricted fund and £242 the unrestricted fund.

The trustees' annual report was approved on 22 September 2022 and signed on behalf of the board of trustees by:



**Erinma Bell**  
Chair of Trustees

# We Stand Together CIO

## Statement of Financial Activities

Year ended 31 December 2021

		Year to 31 Dec 2021		
	Note	Unrestricted funds £	Restricted funds £	Total funds £
<b>Income and endowments</b>				
Donations, grants and legacies	1	467	0	467
Others	2	50	0	50
<b>Total income</b>		<u>517</u>	<u>0</u>	<u>517</u>
<b>Expenditure</b>				
Expenditure on charitable activities	3	1286	22,672	23,958
<b>Total expenditure</b>		<u>1286</u>	<u>22,672</u>	<u>23,958</u>
<b>Net income and net movement in funds</b>		<u>-769</u>	<u>-22,672</u>	<u>-23,441</u>
<b>Reconciliation of funds</b>				
Total funds brought forward		1,011	43,995	45,006
<b>Total funds carried forward</b>		<u>242</u>	<u>21323</u>	<u>21,565</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

# We Stand Together CIO

## Statement of Financial Position

Year ended 31 December 2021

---

	Note	2021 £	£
<b>Current assets</b>			
Cash at bank and in hand		21,565	
<b>Creditors: amounts falling due within one year</b>		<u>0</u>	
<b>Net current assets</b>			<u>21,565</u>
<b>Total assets less current liabilities</b>			<u>21,565</u>
<b>Net assets</b>			<u><u>21,565</u></u>
<b>Funds of the charity</b>			
Restricted funds			21,323
Unrestricted funds			<u>242</u>
<b>Total charity funds</b>			<u><u>21,565</u></u>

These financial statements were approved by the board of trustees and authorised for issue on 9 August 2022, and are signed on behalf of the board by:



**M Atwal**  
Trustee

# **We Stand Together CIO**

## **Independent Examiner's Report**

**Year ended 31 December 2021**

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### **Independent examiner's report to the trustees of We Stand Together CIO**

**Charity Registration Number: 1175945**

I report to the charity's trustees on my examination of the accounts of the charity for the year ended 31<sup>st</sup> December 2021 which are set out on **pages 8 to 10**.

#### **Respective Responsibilities of Trustees and Examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act.)

It is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- To state whether particular matters have come to my attention.

#### **Basis of Independent Examiners Report**

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out below.

#### **Independent Examiner's Statement**

In connection with my examination, other than listed below, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records have in accordance with section 130 of the Act;  
and
- to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act,  
have not been met; or

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

Signed:



Date: 27<sup>th</sup> October 2022

Sugra Akbar FCCA  
Association of Chartered Certified Accountants  
Accountex Pro  
16 Cestrian Street  
Bolton  
BL3 2BD

# We Stand Together CIO

## Notes to the Financial Statements

Year ended 31 December 2021

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### 1. Donations, grants and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
<b>Donations</b>			
Donations	467	–	467
<b>Grants</b>			
Grants receivable	–	–	–
<b>2. Others</b>			
Bank Refund	50	–	50
	<u>517</u>	<u>0</u>	<u>517</u>

### 3. Expenditure on charitable activities by activity type

Activities undertaken  
directly 2021  
£

Publicity	323
Marketing	60
DBS Checks	122
Computing	700
Donations	42
Venue	50
Travel	42
Phone	75
Volunteering	536
Fees	8
Staffing	22,000
Governance costs	-
	<u>23,958</u>

No salaries, wages or expenses have been paid to the trustees during the period. There have been no related party transactions in the year.

**WE STAND TOGETHER**

England & Wales - Charity number 1175945

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# Accounts

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CHARITY REGISTRATION NUMBER: 1175945

**We Stand Together CIO**  
**Unaudited Financial Statements**  
**31 December 2020**

# **We Stand Together CIO**

## **Financial Statements and Annual Report**

**Year ended 31 December 2020**

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# **We Stand Together CIO**

## **Trustees' Annual Report**

### **Year ended 31 December 2020**

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The trustees present their report and the unaudited financial statements of the charity for the year ended 31 December 2020.

#### **Reference and administrative details**

**Registered charity name**            We Stand Together CIO

**Charity registration number**    1175945

**Principal office**                    C/O Omnibus Solutions  
Hollinwood Business Centre  
Albert Street  
Oldham  
OL8 3QL

**The trustees**

Sir Peter Fahy	
The Very Reverend Rogers Morgan Govender	
Dr Erinma Bell MBE, DL	
Mohammed Rehman Ullah	
Nidhi Sinha Minocha	
Lisa Therese Lilley	Retired 06 October 2020
Robyn Elanor Ashworth-Steen	Retired 09 July 2020
Umer Zaman Khan	Retired 09 July 2020
Darren Thwaites	Retired 11 August 2020
Kate Maggs	
Mohammed Ali	
Qaisra Shahrzad	
Jagmail Singh	
Mandip Atwal	Appointed 06 October 2020

# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

**Year ended 31 December 2020**

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### **Structure, governance and management**

We Stand Together is constituted as a Charitable Incorporated Organisation (CIO). The CIO was registered with the Charity Commission on 27th November 2017 with its charity number being 1175945.

The CIO is governed by a board of trustees. Trustees meet at least once per calendar year. They are elected and opted under the terms of the Articles of Association. A third of the trustees retire at each Annual General Meeting and are eligible for re-election at that time. Overall responsibility for the management of We Stand Together rests with the board of trustees.

There is no chief executive officer. The day to day affairs are delegated to a Steering Group and Mr Jonny Wineberg, Director of Operations, under the direction of Mr Fahy on behalf of the trustees. All major decisions are taken collectively by the trustees and all the trustees give of their time freely. The trustees are unpaid and details of any related party transactions are disclosed as applicable in the notes to the accounts. The arrangements for setting the pay for the charity's employees are the sole domain of the trustees.

A policy and procedure for the induction and training of new trustees is in place for new and existing trustees.

### **Risk review**

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the CIO, and are satisfied that systems are in place to manage our exposure to the major risks.

Report back and review procedures strengthen these safeguards to ensure public benefit is achieved from all grants.

# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

**Year ended 31 December 2020**

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### **The objects of the charity are:**

The promotion of equality and diversity for the public benefit by:

- (a) promoting knowledge, mutual understanding and respect between communities;
- (b) advancing education and raising awareness about the nine protected characteristics under the Equality Act 2010 to promote good relations between persons of different groups;
- (c) working towards the elimination of discrimination on all grounds;
- (d) promoting good relations between different groups..

### **We Stand Together's Mission is to:**

- Celebrate the UK's diverse communities
- Challenge hatred and intolerance
- Build a safer and stronger UK

**Our vision is for the UK to act as one nation where people from all communities and backgrounds feel included and valued and hatred has no place, worth or relevance.**

### **Our work is underpinned by the following values:**

- To affirm and celebrate the diversity of the UK by raising awareness about the importance of peaceful and respectful coexistence;
- To support the principle that dialogue and cooperation can only prosper if they are rooted in respectful relationships that do not blur or undermine the distinctiveness of different communities;
- Not to discriminate for reasons of faith, race, gender, sexuality, age, physical or mental ability;
- To challenge any who promote or practice views prejudicial to the public good and inclusion of all;
- To help make the UK a place marked by mutual understanding and respect where all can practice free speech and free expression as long as that is not harmful to others;
- To be particularly mindful of the role young people play in society and encourage their development and involvement;
- To minimise negative environmental impact in our work.

### **Public benefit**

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities and setting grant making policy for the year.

### **Grant making policy**

The charity is funded by donations. The charity gives out grants in line with the above objects where applicable.

There were no individual or institutional grants made during the year.

The application of the funds is normally by way of direct charitable activity.

# We Stand Together CIO

## Trustees' Annual Report *(continued)*

Year ended 31 December 2020

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### Achievements and performance

It goes almost without saying that the past year has been unprecedented for everyone including all charities. Most activities have had to be suspended or moved on line and awareness raising activities have had to compete with the understandable almost complete focus on the pandemic.

In terms of the core aim of We Stand Together, to build community cohesion and fight prejudice, this has been a challenging time for all minority groups. It is now so well publicised and understood that the health and economic impacts of the pandemic have fallen disproportionately on minority groups. Tragically we have seen how poor housing, poor underlying health and poverty disproportionately affects minority groups and makes them more vulnerable. At various times we have seen people from particular groups in effect blamed for COVID.

On a more positive note the pandemic has highlighted the tremendous contribution made by people from minority communities on the front line of public services making enormous sacrifices which of itself has put them in vulnerable positions. We have also seen a tremendous increase in local volunteering, in people stepping forward to help neighbours or residents self-organising and millions of simple acts of kindness through befriending, distributing food or taking part in the vaccination programme. Many of these acts have cuts across ethnic and religious boundaries and brought people together locally.

The past year has also seen the Black Lives Matter protests arising from the murder of George Floyd in the US but also from many other historic and current grievances and opened up a huge debate across society on how individuals, organisations and the Government should respond to fight racial injustice. In some ways Brexit has not produced the harmful impact on community cohesion that some predicted but on the other hand the so called "hostile environment" towards migrants, refugees and asylum seekers has in some ways been strengthened and the recent Home Office proposals have disturbed many who feel that the UK should play its full part in welcoming those fleeing oppression and conflict.

The past year has been an important one for We Stand Together in that we were successful in securing funding from the Criminal Assets Seizure Fund for our anti-discrimination project working in schools and with local community groups to target areas where there are challenges with underlying levels of community cohesion. Of course we have not been able to take forward this work as we would have wished as schools have had other priorities or been closed but we are now seeing increasing interest and moving ahead with delivery.

There is also no doubt that there will be community cohesion challenges as we come out of the pandemic and levels of unemployment and poverty rise as the various support programmes are removed. Over the past year our series of Difficult Dialogues have moved on line and have involved many new audiences who were able to take part precisely because they were digital. We have worked with a number of new and existing partners, particularly Faith Network for Manchester and MACFEST, which put on an incredible range of events some crossing the globe. We have continued with our columns published in the Manchester Evening News on a wide range of issues that can impact community cohesion and we continue to be appreciative of that newspaper's long record in promoting cohesion.

Achievements over the past year have included:

- Progressing our Anti-discrimination Project that is engaging schools, colleges, youth and community groups. The Workshop Pack, funded by the Big Lottery Fund, has been published and is free to download online. We have also secured funding to employ two project workers, who will bring their engagement work in the new year;
- A series of fortnightly columns in the Manchester Evening News on community cohesion issues;

# We Stand Together CIO

## Trustees' Annual Report *(continued)*

### Year ended 31 December 2020

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- Difficult Dialogue events on diverse topics, which moved online from March 2020. We partnered with a number of organisations to reach a wider audience, including Salford CVS, Action Together, Greater Manchester Council for Voluntary Organisations, Faith Network 4 Manchester, Sangha, Communities 4 All, Community Futures Trust, Better Things and Rainbow Surprise. At one point we were running a dialogue every other week to give people a chance to link with colleagues. Our 15 dialogues during the year included:
  - How We Treat Our Emergency Services
  - Preventing Hate Over Covid-19
  - Immigration – Who Do You Want?
  - Celebrating Diversity During Covid
  - Enabling Togetherness Whilst Isolated
  - Just a Chance to Connect
  - Conversations Amid Crisis
  - Cohesion – A Force to Combat Crisis
  - The More Things Change
  - Making Sense of it All
  - Deeds not Words
  - Whose Lives Matter?
  - Who Has the Authority Dialogue to Enforce Equality?
  - The Reality for Refugees during Covid-19
  - Food, Poverty & Principles
- A monthly e-mailing and improvements to our website.
- Responding to several hate attacks on individuals and institutions with messages of support and visits.

I am grateful for the continuing support and contribution of my fellow trustees who all work tirelessly day to day on activities building understanding and social justice and bring so much insight. Jonny Wineberg, our Director of Operations, has done a tremendous job of building contacts, submitting funding bids, organising events and becoming a wizard on Zoom.

It is hard to measure the impact of community cohesion work and whether tolerance and understanding is growing. We Stand Together came out of a belief that the diversity of Greater Manchester, and indeed the UK, is one of its strengths and needs to be promoted and celebrated.

Community cohesion is under threat from the narratives and actions of extremists who want to promote division, from conflicts overseas and from the fact that there is not enough effort put into building understanding and addressing those issues which cause disadvantage, suspicion and prejudice. We hope in the “new normal” that there will be a renewed effort to address so many issues of disadvantage highlighted by the pandemic, build on the many examples of positive local volunteering activity and never again forget the value of the efforts of so many on the front line of our public services and other caring organisations.

#### **Financial review**

The charity received £278 in donations, £10 from sale of goods, £150 from trading and £42,785 in grants receivable during the year of which £1,864 was paid out by way of direct charitable activity and support costs. Most of these grants are due for expenditure in 2021.

This expenditure was made in line with the stated objects of the charity and was for the promotion of equality and diversity for the public benefit. Costs incurred include payments for staff, insurances and the CIO's launch event.

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# **We Stand Together CIO**

## **Trustees' Annual Report** *(continued)*

### **Year ended 31 December 2020**

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The trustees wish to thank all their benefactors for their generosity without which the charity simply would not have been able to provide its vital services.

The charity has low governance costs comprising professional fees.

There were no material fundraising costs during the year.

There were no related party transactions in the reporting period.

#### **Reserves policy**

The Unrestricted Fund represents the unrestricted funds arising from past operating results. The Trustees are working towards increasing the balance of this Fund through increasing donations.

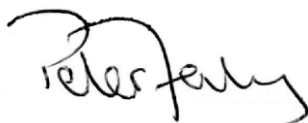
The Trustees are satisfied that the overall balance of the Fund is an acceptable level of reserves given the nature of receipts against expenditure on charitable activity.

In considering the financial obligations of the charity, the trustees have resolved to maintain a reserve equal to at least six months charity expenditure.

The trustees are delighted to have made many valuable contributions to the community and hope to be able to do so for many years to come.

The reserves stand at £45,005 of which £43,994 relates to the restricted fund and £1,011 the unrestricted fund.

The trustees' annual report was approved on 19 May 2021 and signed on behalf of the board of trustees by:



**Sir Peter Fahy**

Chair of Trustees

# We Stand Together CIO

## Statement of Financial Activities

Year ended 31 December 2020

		Year to 31 Dec 2020		
	Note	Unrestricted funds £	Restricted funds £	Total funds £
<b>Income and endowments</b>				
Donations, grants and legacies	1	278	42,785	<b>43,223</b>
Sales	2	10	0	<b>10</b>
Trading	3	150	0	<b>150</b>
<b>Total income</b>		<u>438</u>	<u>42,785</u>	<u><b>43,223</b></u>
<b>Expenditure</b>				
Expenditure on charitable activities	4	0	1,864	<b>1,864</b>
<b>Total expenditure</b>		<u>0</u>	<u>1,864</u>	<u><b>1,864</b></u>
<b>Net income and net movement in funds</b>		<u>438</u>	<u>40,921</u>	<u><b>41,359</b></u>
<b>Reconciliation of funds</b>				
Total funds brought forward		573	3,074	<b>3,647</b>
<b>Total funds carried forward</b>		<u>1011</u>	<u>43,995</u>	<u><b>45,006</b></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

# We Stand Together CIO

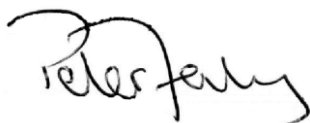
## Statement of Financial Position

Year ended 31 December 2020

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	Note	2020 £	£
<b>Current assets</b>			
Cash at bank and in hand		45,006	
<b>Creditors: amounts falling due within one year</b>		<u>0</u>	
<b>Net current assets</b>			<u>45,006</u>
<b>Total assets less current liabilities</b>			<u>45,006</u>
<b>Net assets</b>			<u><u>45,006</u></u>
<b>Funds of the charity</b>			
Restricted funds			43,995
Unrestricted funds			<u>1,011</u>
<b>Total charity funds</b>			<u><u>45,006</u></u>

These financial statements were approved by the board of trustees and authorised for issue on 19 May 2021, and are signed on behalf of the board by:



**Sir Peter Fahy**

Chair of Trustees

# We Stand Together CIO

## Notes to the Financial Statements

Year ended 31 December 2020

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### 1. Donations, grants and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
<b>Donations</b>			
Donations	278	–	278
<b>Grants</b>			
Grants receivable	–	42,785	42,785
<b>2. Sales</b>			
Badges	10	–	10
<b>3. Trading</b>			
	150	–	150
	<u>438</u>	<u>42,785</u>	<u>43,223</u>

### 4. Expenditure on charitable activities by activity type

Activities undertaken  
directly 2020  
£

Insurances	164
Marketing	500
Staffing	1,200
Governance costs	-
	<u>1,864</u>

No salaries, wages or expenses have been paid to the trustees during the period. There have been no related party transactions in the year.