

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

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

| | |
|---------------------|---|
| The trustees | 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 |
|---------------------|---|

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

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/standtogether.
 - 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 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 | £500 |
| RedStar FC | Youth Sports Club | |
| Feed My City | Food Bank | |
| Europia | Community Development | |
| Rainbow Surprise | Food Bank and Cohesion | |
| Feelgood Communities CIC | Wellbeing | |
| CARISMA | Anti-discrimination | |
| RADEQUAL | Community Cohesion | (Non-Monetary Award) |

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 | | | | | |
|---|------|-------------------------|-----------------------|--------------------------|--------------------------|
| | Note | Unrestricted funds £ | Restricted funds £ | Total funds 2024 £ | Total funds 2023 £ |
| Income and endowments | | | | | |
| Donations, grants and legacies | 1 | 4,987 | 4,500 | 9,487 | 29,028 |
| Others | 2 | 0 | 0 | 0 | 1,223 |
| Total income | | <u>4,987</u> | <u>4,500</u> | <u>9,487</u> | <u>30,251</u> |
| Expenditure | | | | | |
| Expenditure on charitable activities | 3 | 8,559 | 3,474 | 12,033 | 16,254 |
| Total expenditure | | <u>8,559</u> | <u>3,474</u> | <u>12,033</u> | <u>16,254</u> |
| Net income and net movement in funds | | <u>-3,572</u> | <u>1,026</u> | <u>-2,546</u> | <u>13,997</u> |
| Reconciliation of funds | | | | | |
| Total funds brought forward | | 5 | 16,848 | 16,853 | 2,856 |
| Total funds carried forward | | <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 £ |
|---|------|-----------|---------------|---------------|
| Current assets | | | | |
| Cash at bank and in hand | | 14,307 | | |
| Creditors: amounts falling due within one year | | <u>0</u> | | |
| Net current assets | | | <u>14,307</u> | <u>16,853</u> |
| Total assets less current liabilities | | | <u>14,507</u> | <u>16,853</u> |
| Net assets | | | <u>14,307</u> | <u>16,853</u> |
| Funds of the charity | | | | |
| Restricted funds | | | 17,874 | 16,848 |
| Unrestricted funds | | | <u>-3,567</u> | <u>5</u> |
| Total charity funds | | | <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

1. Donations, grants and legacies

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2024 £ |
|-------------------|----------------------------|--------------------------|--------------------------|
| Donations | | | |
| Donations | 4,988 | – | 4,988 |
| Grants | | | |
| Grants receivable | – | 4,500 | 4,500 |
| 2. Others | | | |
| Sales | 0 | | 0 |
| Training | 0 | – | 0 |
| | <u>4,988</u> | <u>4,500</u> | <u>9,488</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>12,033</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.

