



**Multicultural
Cumbria**

CHARITABLE INCORPORATED ORGANISATION

ANNUAL REPORT

31 OCTOBER 2022

Charity Number 1176060

MULTICULTURAL CUMBRIA
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES ANNUAL REPORT
YEAR ENDED 31 OCTOBER 2022

The trustees present their report and the unaudited financial statements of the charity for the period ended 31 October 2022.

Reference and administrative details

Registered charity name	Multicultural Cumbria CIO
Charity registration number	1176060
Principle office	University Of Cumbria Room 003, Homeacres Brampton Road Carlisle Cumbria CA3 9AY

The Trustees

The trustees who served the charity during the period were as follows:

Ms L Horton
Mrs C Coulthard (Resigned 09 February 2022)
Mr S Patel (Resigned 08 February 2022)
Mrs R M Harrison-Palmer
Ms M E Reid Fotheringham JP, DL

Chief Executive Officer Saj Ghafoor OBE

Bank NatWest, 92 English Street, Carlisle CA3 8NF

MULTICULTURAL CUMBRIA
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES ANNUAL REPORT
YEAR ENDED 31 OCTOBER 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Trustees and organisational structure

The charity functions through a Board of Trustees. The constitution document, which was reviewed on 28 January 2019, allows for up to 12 trustees to be appointed and no less than 3. Trustees serve for a renewable term of 3 years. Trustees can serve until they either resign or their term ends without renewal. All our existing trustees have the relevant skills, knowledge and experience required for being a charity trustee and, aside from expenses, were not remunerated for their trusteeship. Our trustees are unpaid and details of trustee expenses and any related party transactions are disclosed in note 11 to the accounts.

Potential trustees are selected on their skills, knowledge and experience relevant to the effective administration of the charity. Appointment is made through a majority vote of the existing trustees.

A Chief Executive Officer is appointed and is responsible for the day-to-day running of the organisation.

Risk Policy

The CIO regularly reviews risk and the current key risks are:

- Further reserves are required to continue to deliver core services during unforeseen difficulties
- More sustainable funding is required, including the introduction of robust and varied income generation streams
- Loss of experienced key staff and trustees would cause considerable strain on the future of the charity

FINANCIAL REVIEW

Reserves Policy

The charity has reserves of £12,434.05 and this represents a month's total of staff costs costs as at the end of the reporting period.

As well as being available to meet potential liabilities, the purpose of the reserve is also to enable Multicultural Cumbria to continue with the delivery of core services during a period of unforeseen difficulty and to provide time to replace funding that has been withdrawn or is no longer available. Therefore, on the basis that there is currently significant uncertainty about the future of key contracts, the cash reserve to continue to be built up to the equivalent of three month's running costs. This will be achieved by diverse income generation streams as well as grants and allowances permitted for such purposes under current legislation and restrictions placed by funders.

This policy will be reviewed as the charity grows and at least annually.

MULTICULTURAL CUMBRIA
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES ANNUAL REPORT
YEAR ENDED 31 OCTOBER 2022

Funds Held as Custodian Trustee

There were no funds or assets held as custodian, by Multicultural Cumbria, during the reporting period ending 31 October 2021.

Donations and Grants Policy

The charity only provides grants to other charities or organisations when working in collaboration/partnership on the same projects with shared charitable objectives. Grants applications are not requested and instead our senior managers identify when it is most effective to use our own staff and resources or whether to deploy a relevant partner for some or all the project, depending on partner specialisms and the audience to be reached. In addition to their own specialisms, potential partners are reviewed for their financial integrity and operational capability before entering into a partnership agreement. Conditional grants are then awarded in accordance with the project and funders' objectives.

Each partnership and collaboration is to ensure alignment with our grants, priorities and strategic planning.

MULTICULTURAL CUMBRIA
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES ANNUAL REPORT
YEAR ENDED 31 OCTOBER 2022

OBJECTIVES AND ACTIVITIES

Public Benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives set.

Our Mission

To strive towards an equitable multicultural society in Cumbria that supports ethnic diversity and societal cohesion. To focus on sustaining and sharing the heritages, cultures, values, beliefs and perspectives of diaspora people that have origins from different cultural backgrounds and promote inclusion throughout the wider community.

Our Vision

Our vision is to lead by working collaboratively with partners and organisations as we share our values of embracing multicultural integration and societal cohesion. We focus on the needs of our ethnically diverse communities to enable them to develop a sense of belonging and ownership of their rich heritage and culture in Cumbria. We work with individuals to develop community champions to inspire all diasporas to feel valued and to promote inclusion amongst the wider community.

CIO Objectives

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

- a) the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion;
- b) advancing education and raising awareness in equality and diversity;
- c) promoting activities to foster understanding between people from diverse backgrounds;
- d) cultivating a sentiment in favour of equality and diversity

MULTICULTURAL CUMBRIA
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES ANNUAL REPORT
YEAR ENDED 31 OCTOBER 2022

Activities and Achievements Within the Year

Saj Ghafoor OBE

In January 2022, our CEO, Saj, received the amazing news that she was to receive an OBE, for Cultural Awareness and Integration in Cumbria, on the late Queen's New Years' Honours List. She has found the impact truly overwhelming! For a full week hoards of congratulations came in, via all types of social media, mainly from our colleagues within the third sector. Saj is the first Asian woman in Cumbria to receive this accolade and one news outlet quoted "Her legacy of selfless service to the community has been appreciated by all those she has touched and embraced."

Asylum Seeker & Refugee Coordination

In April 2022 156 people landed in Carlisle, within a few weeks, where they had very little to no statutory support. Penrith Eden Refugee Network and Carlisle Refugee Action Group approached us to lead on a funding application to recruit Asylum Support Workers. Multicultural Cumbria was put forward as the suggested employer by Cumbria Community Foundation, as it was felt we had a stronger funding management system in place. We were successful in the application and we recruited two part-time posts in June 2021. We also recruited another for another post to work in collaboration. One post did not work out long-term, however we were able to increase the number of hours for the substantive post and their work has been extremely successful in supporting those in need, including people seeking asylum and Ukrainian refugees housed in the local area. The three charities continue to work together in supporting these people into 2022-2023.

In addition, University of Cumbria was very supportive and donated 300 sweatshirts and T-shirts from campaigns for asylum seekers. They also offered 3 hours a day on weekends for free activities at their Fusehill Street Sports Centre. We continue to work with the university around the best options for translations. All activities were worked within the restrictions imposed by the designated agencies contracted to manage the individuals whilst their applications for asylum are being processed.

Asylum Seeker & Refugee Education

In conjunction with the coordination project, aimed at people seeking asylum and being housed in Carlisle hotels, we were able to secure £5,000 to purchase equipment and resources to deliver basic English and IT education to those affected. We purchased laptops to run software on to deliver these classes. The remainder of the fund is carried forward to 2022-2023, when we will procure tutors and software to roll these classes out. Although the initial focus will be the asylum seeking community the classes will be made available to anyone, who resides locally, in need of English and IT classes. We are mindful not to take away enrollment from education institutes that are already delivering these types of classes, such as Carlisle College, but enhance, and work in tandem with these collaborators.

MULTICULTURAL CUMBRIA
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES ANNUAL REPORT
YEAR ENDED 31 OCTOBER 2022

Asian Women's Group

This year the fund requested that we set-up and run a sewing club, for the ladies involved in the Panah Project. The aim was to commission a quilt made solely by these female participants. We negotiated some space from Carlisle Youth Zone to run the weekly club.

In addition, the fund was able to give support to an individual, who met the required criteria imposed by the fund's terms, in the form of a short-term loan. This allowed a family with young children to find temporary accommodation after they were evicted from their home and eased the pressures of having to find immediate funds for a deposit, ensuring that the family were still able to afford food and essentials. The borrowed funds were paid back at an affordable rate agreed by the fund and the beneficiary.

Better Tomorrows

Following a contribution of £15,540 from Cumbria Community Foundation, at the end of the financial year we were able to recruit a Trainee Youth Worker to train, through Cumbria Youth Alliance, and deliver the objectives connected to the Better Tomorrows Project. This is a three-year programme encouraging local people to become trained and accredited youth workers and contribute to an increase in young people accessing youth-targeted support. As youths from diaspora backgrounds are, generally, less likely to engage with this type of support, our focus is to assist and encourage these individuals.

Covid Vaccine Communications

With the brought forward funds from North Cumbria Clinical Commissioning Group and additional funding of £7,500 from the former Cumbria County Council, we were able to recharge staffing costs that were used to translate and distribute government published information and advice regarding the Covid-19 virus.

Dance Carousel & Keep Dancing

Using the funds carried forward from 2020-2021, we were able to continue the success of the Dance Carousel dancing sessions. These classes were continued at University of Cumbria, Brampton Road Campus, where the space was made available to us free of charge. These sessions ensure privacy, for the ladies only. These sessions are no longer held by Multicultural Cumbria, due to changes in personnel, however we fully support these sessions being held in a different capacity elsewhere.

Diaspora Developments

We continued with the strategy development work using the £350,000 worth of funding from The National Lottery Fund, which is paid to us over a 5 year period. Using this funding we were able to achieve the following:

- Trial the role of a Digital Support Officer. This lasted until September where, at the review period, it was appraised that largely outsourcing the digital marketing and publicity elements were both more time and cost effective
- Appraise all staff roles for time and cost effectiveness

MULTICULTURAL CUMBRIA
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES ANNUAL REPORT
YEAR ENDED 31 OCTOBER 2022

- The recruitment of a part-time Business Development Manager, the role was to primarily, reporting to the CEO, to line manager the team, develop the governance structure and documentation including Human Resources and Personnel processes and procedures.
- The BDM position was developed into a Chief Operations Officer, which was more fitting to the responsibilities required.
- Commence the recruitment process to gain more Trustees, ensuring they possess the correct experience and skill sets to compliment those already possessed.
- Apply for funding for a feasibility study to establish the case for a Multicultural Centre and cooking school within the city centre.
- Redefine organisational focus and plan the future of the charity, re-establishing long-term objectives that are in accordance with the constitution of the charity.
- Establish better inter organisational communications, including coaching from an external provider on staff qualities, team dynamics and effective team working as well as minuted staff meetings with a focus on achievements and work planning.
- Establish a more effective staff appraisal system, ensuring that the charity's objectives are delivered in an appropriate and effective manner, also raising staff involvement and morale.
- Appraisal and implementation of a new document and IT structure to establish better communication and succession planning.
- A relaunch of corporate branding, incorporating a new logo and reinvented website and social media channels
- Continued network and partnership building and strategic development, seeking and engaging with partners and collaborators who have similar goals and objectives to those at Multicultural Cumbria, being mindful and respectful of the positions and statuses of those organisations within the community. This includes an active involvement with Cumbria Race Equality Network

HAF Easter & Summer 2022

The local council runs out-of-school clubs during the half term holidays, with a focus on health and food. For this club we teamed up with iCan to deliver very successful and popular activities. Our focus was on children from diaspora backgrounds who often find it more difficult to engage in such activities due to reasons such as language and culture. The food was all sourced from local establishments and the children were able to assist in the preparation of the simpler dishes such as fruit kebabs. All the food made available was healthy and diverse. The funding secured from the council enabled us to allow children who receive free school meals to attend free-of-charge.

The same club, with different activities and facilitators, was held during the summer school holidays and was even more successful than the Easter session. Over the four days we ran the sessions with a total of 160 places, 140 of which were offered free-of-charge, in line with the local authority's free school meals criteria.

MULTICULTURAL CUMBRIA
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES ANNUAL REPORT
YEAR ENDED 31 OCTOBER 2022

KickStart Scheme

We were successful in securing funding to recruit, employee two new members of staff for six months. This project was funded by the Department of Work & Pensions and was aimed at giving temporary employment and work experience to young people who possess additional challenges with finding employment, such as mental and physical disabilities. We were very fortunate in gaining two enthusiastic and conscientious members of the team, on a temporary basis. During their time at Multicultural Cumbria, they were able to work on translations for Covid-19 communications and guidelines for the diaspora communities as well as for refugees and people seeking asylum in the local area. They were able to assist on projects such as the Panah project and the HAF Summer Activity Club and assisted in organisational exercises around digital branding and accounting processes. We wish all the very best to the two individuals in their future careers.

Race 2B Conference 2022

In October 2022 we held our annual Race 2B Conference and this was hosted by University of Cumbria on the Fusehill Street Campus.

The theme for the year's conference was "Representation" and included guest speakers and interactive workshops. The event was opened by the Vice Chancellor of University of Cumbria - Professor Julie Mennell and included the following talks:

- University of Sanctuary - James Stevens, UoC
- Youth Inclusion, Disparities in Diasporas - Aldwin Samuels, MCC
- Nowhere to Go - a Refugee's Journey - R Shokra
- What Has Changed in 25 Years? - Lina Mokajee BSc MA BACP, Praxis Therapy
- Raising Awareness of Diabetes, Kidney Diseases & Organ Donation within Minority Groups - Kirit Mistry, South Asian Health Action
- The Role of the Social Worker in Diaspora Communities Matthew Smith, UoC

Two interactive workshops were held at the event:

- Bystander training - Shamsheer Chohan, Communities Inc
- Unconscious Bias - Lina Mokajee BSc MA BACP, Praxis Therapy

In addition to the priceless insights provided by the facilities, the event was a fantastic networking opportunity for all who attended.

Coverage of the event was extremely successful, by both social media and local news outlets. Feedback from the event, again, was very positive and we look forward to holding similar events annually going forward, although they will be in a different format.

Panah Project

With a funding allocation of £550 from Carlisle Refugee Action Group and Carlisle One World Centre, we were able to hold and be involved in a range of activities with a specific

MULTICULTURAL CUMBRIA
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES ANNUAL REPORT
YEAR ENDED 31 OCTOBER 2022

focus on refugees and other diaspora community members. These activities included a picnic held at the Secret Garden at the city's Tullie House Museum and Art Gallery. These types of activity are vitally important to the diaspora communities as they often feel isolated and unable to otherwise meet members of their own communities or with those from similar backgrounds.

Queen's Jubilee/Culture Bazaar 2022

This was the first Culture Bazaar event we were able to organise after the restrictions and challenges posed from the Covid-19 pandemic. We wanted to hold a smaller event than those historically, as some people were still very nervous about meeting socially in public places. Fortunately, this fell perfectly with the late Queen's Platinum Jubilee celebrations. As a result we decided to participate in the former Carlisle City Council's Jubilee celebration event at Bitts Park in Carlisle. This meant that we would be a contributor to the event by holding a multitude of activities within the bigger event. Included activities delivered by Multicultural Cumbria were:

- Thanks to the Lanes, Carlisle, we ran creative workshops for children in the week run-up to the Bitts Park event
- Dance practice sessions were held at the Carlisle Town Hall facility, again during the week run-up to the main event
- An information stall on MCC and the wider topic of multiculturalism
- A dance "flashmob" display, engaging amateur and semi-professional dancers from a multitude of cultural backgrounds
- A flag parade of over a 100 flags, representing commonwealth countries - members of the community to were encouraged to fly the flag that best represented their heritage
- Punjabi Roots drumming display and workshop sessions
- Henna applications - empowering members of the refugee community to use their skills as a small income stream
- Creative workshops aimed at children which included flag making and puppet display

Same Storm, Different Boats

In collaboration with other charities around Cumbria, we have continued to strengthen our networks to support minoritized Cumbrians, migrants and refugees.

This was achieved by working under a Memorandum of Understanding with other local charities such as Carlisle One World Centre, Furness Multicultural Community Forum, Ant-Racism Cumbria, AWAZ and M-Unit through the Same Storm Different Boats project lead by Cumbria Development Education Centre (CDEC) to provide various activities for minoritized group through various art projects.

Media Coverage & Public Relations

MCC continues to have an excellent working relationship with the local networks, over all types of media and was able to gain local media coverage for most of its projects, keeping

MULTICULTURAL CUMBRIA
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES ANNUAL REPORT
YEAR ENDED 31 OCTOBER 2022

both the charity name and multiculturalism, as a topic, in the minds of the people of Cumbria. This contributes to empowering the minoritised groups by being a conduit to ensure that diaspora communities are being represented.

Voluntary Help and Gifts in Kind

It is our aim that volunteers provide assistance with all our events, giving their time and supplies to make each one a success. After Covid-19 restrictions were lifted, the charity was able to work with many more volunteers than the previous year. The increase in volunteers will be a major objective for MCC over the next year. The public and local organisations have continued with their generosity in giving gifts and services in kind, particularly with regard to the Culture Bazaar and Race2B Conference, when collaboration work with the University of Cumbria was particularly effective.

The trustees are very grateful to all the 25 individual volunteers and multiple local businesses and organisations working with Multicultural Cumbria, and who have assisted the charity to achieve its aims and objectives.

MULTICULTURAL CUMBRIA
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES ANNUAL REPORT
YEAR ENDED 31 OCTOBER 2022

FINANCIAL STATEMENTS

MULTICULTURAL CUMBRIA

**Statement of Financial Position (Balance Sheet) as at
31 October 2022**

	Note	2022	2021
Fixed Assets	4		
Tangible Fixed Assets		£1,210.64	£0.00
Current Assets	4		
Bank		£81,089.92	£68,102.52
Cash in hand		£151.85	£0.00
Cash at bank and in hand		£81,241.77	£68,102.52
Debtors	12		
Plus Debtors		£400.00	£364.92
Plus Prepayments		£394.23	£0.00
Net Current Assets		£83,246.64	£68,467.44
Creditors			
Less Creditors: Trade Creditors		£5,032.80	£227.84
Current Liabilities			
Less accruals		£8,879.56	£1,174.74
Less payroll Liabilities		£1,118.08	(£590.62)
Total current liabilities		£9,997.64	£584.12
Total creditors	13	£15,030.44	£811.96
Total Assets less current liabilities		£68,216.20	£67,655.48
Funds of the Charity			
- Restricted Funds	14	£54,254.52	£48,585.74
- Unrestricted Funds		£13,691.68	£19,069.74

MULTICULTURAL CUMBRIA
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES ANNUAL REPORT
YEAR ENDED 31 OCTOBER 2022

MULTICULTURAL CUMBRIA
Statement of Financial Activities

**For Year Ended 31 October
2021**

				2022	2021
	Note	Unrestricted Funds	Restricted Funds	Total Funds	Totals Funds
Income					
Grants	8	£19,335.00	£137,296.42	£156,631.42	£78,812.70
Donations	8	£645.00	£0.00	£645.00	£164.18
Other income	8	£1,890.85	£175.00	£2,065.85	£346.92
Total Income		£21,870.85	£137,471.42	£159,342.27	£79,323.80
Expenditure					
Expenditure on charitable activities	8	£26,978.91	£131,802.64	£158,781.55	£94,556.83
Total Expenditure		£26,978.91	£131,802.64	£158,781.55	£94,556.83
Net Income and Net Movement in Funds		-£5,108.06	£5,668.78	£560.72	-£15,233.03
Reconciliation of Funds					
Total Funds Brought Forward		£19,069.74	£48,585.74	£67,655.48	£82,888.51
Total Funds Carried Forward		£13,961.68	£54,254.52	£68,216.20	£67,655.48

The Statement of Financial Activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The above Statement to be read in conjunction with the Notes to the Accounts.

Signed on behalf of Multicultural
Cumbria:

Lesley Horton
Lesley Horton

Date:

18 July
2023

MULTICULTURAL CUMBRIA
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES ANNUAL REPORT
YEAR ENDED 31 OCTOBER 2022

MULTICULTURAL CUMBRIA
Notes to the Financial Statements
Year Ended 31 October 2021

1. General Information

The charity is a standard charity registered in England and Wales and is unincorporated. The address of the charity is UNIVERSITY OF CUMBRIA, HOMEACRES HOUSE, BRAMPTON ROAD, CARLISLE, CUMBRIA CA3 9AY

2. Statement of Compliance

These financial statements have been prepared in compliance with FRS102, "The Financial Reporting Standard application in the UK and the Republic of Ireland", the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (Charities SORP (FRS102)) and the Charities Act 2011.

3. Accounting Policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities measured at fair value through income and expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going Concern

There are no material uncertainties about the charity's ability to continue.

Disclosure Exemptions

The charity satisfies the criteria of qualifying entity as definite in FRS102. As such, advantage has been taken on the following disclosure exemptions available under paragraph 1.12 of FRS102:

- a) No cash flow statement has been presented
- b) Disclosures in respect of financial instruments have not been presented.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors including expectations of future events that are believed to be reasonable under the circumstances.

Fund Accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purpose. Designated funds are unrestricted funds earmarked by the trustees for specific future projects or commitment. Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal and fall into one of two sub-classes: restricted income funds or endowment funds.

MULTICULTURAL CUMBRIA
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES ANNUAL REPORT
YEAR ENDED 31 OCTOBER 2022

Incoming Resources

All incoming resources are included in the Statement of Financial Activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can reliably be measured. The following specific policies are applied to particular categories of income:

- i) Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- ii) Income from contracts for the supply of services is recognised with the delivery of the contracted service.

This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources Expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- i) expenditure on raising funds, including the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- ii) expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- iii) other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity.

4. Tangible Assets

The charity currently holds fixed assets to the value of £1,210.64.

5. Depreciation

Tangible fixed assets are carried at cost, net of depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives. Fixtures and fittings and office equipment are depreciated on the basis 20% straight line. Expenditure on acquisition assets have been capitalised and included within the balance sheet.

During the period the Charity acquired tangible fixed assets with a total cost value of £1,252.39. Depreciation of £41.75 was deducted from the value of the assets for the reporting period and the depreciation cost carried in expenditure.

6. Impairment of Fixed Assets

There were no impairments of fixed assets during the reporting period.

7. Financial Instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument. Basic financial instruments are

MULTICULTURAL CUMBRIA
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES ANNUAL REPORT
YEAR ENDED 31 OCTOBER 2022

initially recognised at the amount receivable or payable including any related transaction costs. Current assets and current liabilities are subsequently measured at the cash or consideration expected to be paid or received and not discounted.

8. Grants and Donations

	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
Grants, Donations and Legacies				
Grants Receivable	£19,335.00	£137,296.42	£156,531.42	£78,812.70
Donations	£645.00	£0.00	£645.00	£164.18
Other	£1,890.85	£175.00	£565.85	£346.92
Total Income	£21,870.85	£137,471.42	£159,781.55	£79,323.80

9. Expenditure on charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
Premises/Rent	£0.00	£0.00	£0.00	£0.00
Insurance	£0.00	£383.96	£383.96	£827.21
Renewals	£0.00	£0.00	£0.00	£672.84
Telephone & IT Costs	£2,914.59	£2,642.23	£5,556.82	£5,189.03
General Office Costs	£3,520.24	£580.93	£4,101.17	£446.50
Event Costs	£9,630.06	£10,088.18	£19,718.24	£13,789.63
Mgmt & Admin Fees	£8,541.33	(£8,541.33)	£0.00	£428.67
Consultancy & Support	£113.20	£3,927.28	£4,040.48	£15,472.63
Staff & Volunteer Costs inc leave provision	£2,217.74	£122,721.39	£124,939.13	£57,730.32
Grants to other Charities	£0.00	£0.00	£0.00	£0.00
Depreciation	£41.75	£0.00	£41.75	£0.00
Total Expenses	£26,978.91	£131,802.64	£158,781.55	£94,556.83

MULTICULTURAL CUMBRIA
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES ANNUAL REPORT
YEAR ENDED 31 OCTOBER 2022

10. Staff and Volunteer Costs

The total staff costs and employee benefits including volunteer costs are as follows:

	2021	2020
Wages and salaries	£110,083.20	£56,486.68
Social Security Costs	£2,986.59	£0.00
Pension Costs	£3,125.58	£1,243.64
Volunteer costs	£0.00	£0.00

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument. Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs. Current assets and current liabilities are subsequently measured at the cash or consideration expected to be paid or received and not discounted.

	2022	2021
Number of staff	5.5	2.8

The full-time equivalent of the above staff numbers is 3.91.

No employee received employee benefits of more than £60,000 during 2021 nor 2022.

During the year key management remuneration amounted to £35,100 (excluding employer pension costs).

11. Staff Costs Provision

A provision of £8,743.76 for staff costs incurred during the period ending 31 October is not included in the above figures and is carried in the balance sheet. Relevant costs are included to ensure that the expenditure is declared in the relevant financial period.

12. Pensions

The Charity operates a defined benefits pension scheme and the pension charge is based on contributions made to 31 October 2022.

13. Trustee Remuneration and Expenses

No remuneration or other benefits from employment with the charity or related entity were received by the Trustees during the reporting period.

MULTICULTURAL CUMBRIA
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES ANNUAL REPORT
YEAR ENDED 31 OCTOBER 2022

14. Debtors

Debtors at the end of 2022 = £400.00, due within one year.

15. Creditors

Creditors at the end of 2022 = £15,030.44, due within one year.

16. Funds

Restricted Funds available at the end of 2022 = £54,254.52 to carry forward to 2023,

Unrestricted Funds available at the end of 2022:

Designated Funds = £ 1,526.72

Free reserves = £12,434.96

Signature: Lesley Horton
Lesley Horton (Aug 26, 2023 08:33 GMT+1)

Email: mslphorton@gmail.com

Trustees Annual Report 2022

Final Audit Report

2023-08-26

Created:	2023-08-23
By:	Saj Ghafoor (saj@multiculturalcumbria.org.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAADWN_8vJUfscpHFf2t2akd_fUzMY5RKzG

"Trustees Annual Report 2022" History



Document created by Saj Ghafoor (saj@multiculturalcumbria.org.uk)

2023-08-23 - 1:38:30 PM GMT



Document emailed to mslphorton@gmail.com for signature

2023-08-23 - 1:40:46 PM GMT



Email viewed by mslphorton@gmail.com

2023-08-26 - 7:32:29 AM GMT



Signer mslphorton@gmail.com entered name at signing as Lesley Horton

2023-08-26 - 7:33:36 AM GMT



Document e-signed by Lesley Horton (mslphorton@gmail.com)

Signature Date: 2023-08-26 - 7:33:38 AM GMT - Time Source: server



Agreement completed.

2023-08-26 - 7:33:38 AM GMT



Adobe Acrobat Sign