

MULTICULTURAL CUMBRIA
CHARITABLE INCORPORATED ORGANISATION
ANNUAL REPORT
31 OCTOBER 2023

Charity Number 1176060

MULTICULTURAL CUMBRIA
CHARITABLE INCORPORATED ORGANISATION
TRUSTEES ANNUAL REPORT
YEAR ENDED 31 OCTOBER 2023

The trustees present their report and the unaudited financial statements of the charity for the period ended 31 October 2023.

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 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
The Co-operative Bank, PO Box 250,
Skelmersdale, WN8, 6WT

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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
- The organisation faces a constructive dismissal case at employment tribunal in September 2024 - adequate insurance is carried to cover any relevant costs

FINANCIAL REVIEW

Reserves Policy

The charity has reserves of £13,209 and this represents 2 month's total charitable expenditure for running 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

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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 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.

Funds Held as Custodian Trustee

There were funds and assets totalling £1,527 , held as custodian, by Multicultural Cumbria, during the reporting period ending 31 October 2023 on behalf of the Asian Women's Community Group (Carlisle).

This SORP requires that a charity that has acted as custodian trustee during the reporting period must disclose in the trustees' annual report or as a note to the accounts:

- a description of the assets, classes of assets or categories of assets which they hold in this capacity;
- the name and objects of the charity (or charities) on whose behalf the assets are held and how this activity falls within the custodian charity's objects; and
- details of the arrangements for safe custody and segregation of such assets from the charity's own assets.

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.

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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
- e) contributing to the fair access of services, regardless of race, religion or cultural background

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Activities and Achievements Within the Year

Asylum Seeker & Refugee Coordination & Empowerment Programme

Throughout the year, we continued and developed our work with the people seeking asylum who started coming to Carlisle in April 2022. As the participants were awaiting the progression of their asylum claims, their needs changed and developed and the services Multicultural Cumbria provided had to be adapted quickly. As there was such a wide range of needs our approach had to remain flexible and person-centred.

Due to an additional grant from the National Lottery, we were able to continue our direct support work with those housed in local hotels and seeking asylum. This was part of an established network of charitable organisations, each contributing their specialities to support these people, who would otherwise have little to no statutory support.

As language and interpretation has been the biggest barrier for those seeking asylum we have provided an advocacy service for these new members of the local community. Advocacy was largely between the hotels and those appointed to house them in relation to many incidents including housing issues. The residents appreciated having an intermediary to deal with issues as there were often communication issues between the asylum seekers and those appointed to house them.

Our Asylum Seeker and Refugee Coordinator also assisted with correspondence including sourcing, training and the use of various types of software and personal assistance to aid interpretation of the many types of correspondence received by the participants. This included different types of official and government issued correspondence. This was in addition to, and in tandem with, the services supplied by SERCO Housing Officers. It often included information from other charities or organisations supporting them, as a form of "McKenzie Friend", to go through the information provided to them again, slowly in a clearer format.

We also provided support with correspondence regarding Application Registration Cards (ARC), Entry Clearance as a Partner (ECP) and Section 95 (housing and financial support) documentation, being careful not to offer any form of legal advice and instead directing them to the appropriate legal consultants, including Migrant Help where appropriate, to ensure they were provided with the correct information. We also assisted with those who required replacement Asylum Support Enablement (ASPEN) cards.

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Upon receiving a leave to remain status in the UK, refugees are given a maximum of 28 days to find alternative accommodation before they are evicted from their accommodation. During this time they must wait for their Biometric Residence Permit (BRP) and claim Universal Credit, find employment, change status at college and find a home. If needed, they must declare themselves homeless to receive only the basic most of statutory assistance. While supporting refugees with all of these issues we had to manage expectations due to the lack of social and rented accommodation available in the area. This is teamed with the inherent difficulties of renting a property with no credit history and limited references. This included assisting them in registering with social housing providers.

We further supported refugees new to the area with general research and information regarding issues such as National Insurance numbers, work permits and permitted occupations. We assisted numerous refugees in registering for benefits, enrolling with medical practices and advising on how to make appointments with GP and dentists. Also, sourcing opportunities to support and improve the health of asylum seekers through gym memberships, bicycle schemes and introduction to sporting clubs and organisations.

It is reported that diaspora members of the community are much less likely to report hate crimes committed against them. We continue to support and encourage residents to report hate crimes. In the next year we will hold a project to help break down barriers between those seeking asylum and refugees and the uniformed services. We have liaised with the local police force regarding support for the residents. This was highlighted after previous protests against the hotels housing those seeking asylum. Our Asylum Seeker & Refugee Coordinator has attended Strategic Independent Advisory Group (IAG) meetings with the Chief Constables to advocate for the people with which we work.

Social education and integration has been a major part of our work with asylum seekers and refugees. We organised, facilitated and participated in many social events which included:

- Secret Garden - participation and signposting to the Secret Garden project, run by Tullie House Museum. This allowed a safe space within the city for those seeking asylum and new refugees. MCC was credited as coordinator during their last funded project due to our contribution in sharing the information.

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- Temple of Culture - participation and signposting in the design and painting of a mural in the heart of the city, on the main atrium wall of Tullie House Museum. Designed and painted exclusively by people seeking asylum in Carlisle by an acclaimed international artist.
- Cornerstone conversation cafe - We continue to hold a weekly conversation cafe within the Cornerstone cafe. This is a safe space where diaspora people can practise their English, to order drinks (provided free of charge) and socialise with members of the public and play card games, Uno is a firm favourite! It is also an opportunity for questions to be asked and advice given without judgement.
- Social evening - in partnership with Pride in North Cumbria (PiNC) we held monthly social evenings which provided an opportunity for laughter, dancing and socialising with different groups.
- Dance party - we organised a night at a local nightclub, the Brickyard, with music and dancing of all nations, to allow participants a chance to socialise freely and have fun. Such social events have been useful to allow them to feel like normal young men and women to go out and dance freely to music of their choice. To be respectful of some cultural restrictions, we held two events, one for the male residents and one for the women.
- Volunteering - as volunteering is a great opportunity to feel part of and give back to the community, we have arranged volunteering placements to assist many local and national charities. This included helping sort donations to help Ukrainian refugees in Poland, with participants sorting around 5 tonnes of aid. Volunteers also helped out with site maintenance for the local Scout Activity Centre, resulting in two asylum seekers becoming regular volunteers at a local scout group. We have volunteered with Gosling Sike of Cumbria Wildlife Trust, Castle Carrock Primary School to assist with the design and making of a new outdoor classroom, balsam bashing for Eden Rivers Trust, Rebike and Currock Community Centre to name but a few.
- Gardening - working closely with Growing Well to facilitate weekly volunteering sessions for men and women at their garden, which produces vegetables for the local community. This has continued after the closure of the hotels housing asylum seekers, with new residents to the city now joining the work party each week. The residents also support the Denton Holme Community Allotment which produces food for the local food bank.

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- Religious and national festivals - we held 3 Iftar meals during Ramadan, allowing the hotel residents to shop and cook their own food, and to share this with other friends and members of the community. We also arranged a meal for Eid to be shared with all Muslim hotel residents. As it is such an important celebration, normally shared with family and friends, it was welcomed to have such an event. We also arranged a celebration for Nowruz for the Persian New Year, including transport, music and dancing and a meal. One local Iranian who attended said it was the first time they had been able to celebrate Nowruz for 12 years. Residents were also taken to a local Orthodox church for Easter service. Many others were signposted to suitable and welcoming churches, in accordance with their religious and cultural needs.
- Cooking - we have, and continue to, host regular cooking sessions for diaspora groups. These sessions, funded predominantly through our Cook, Share, Eat programme, allowed them to plan, cook and share meals together. Whilst residents were housed in the two hotels they did not have the opportunity to cook for themselves, or to enjoy the food they are used to and enjoy. The sessions aimed at the hotel residents were arranged into small groups from the same nationality, ensuring that everyone had the opportunity to cook and enjoy a meal in a group setting. Types of foods included Iranian, Egyptian, Kurdish, Syrian, Sudanese and Eritrean dishes. In the forthcoming year we would like to arrange basic cooking and budgeting courses for those currently in dispersal accommodation and new refugees, to help them manage the limited funds to ensure they have a varied and balanced diet, alongside life skills of budgeting and shopping.
- Local events - attended and supported diasporas to participate in city-wide events such as our own Culture Bazaar, Three Welcome to the City, Freshers' Week at University of Cumbria and Unity Festival, with volunteers helping in all of these events under the supervision and direction of Multicultural Cumbria.
- Carrom Board - Carrom is a very popular South Asian board game. Two boards were taken to the men's hotel to allow regular playing. Working with PiNC we arranged a Carrom competition/introduction event open to all within the community, with plans for further events.
- Signposting - cooperating with and advocating for other local charities and organisations with similar values and missions to ours. This includes

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signposting diaspora community members to their activities and events, such as other conversation groups, english classes, art groups, yoga, and talks.

Asylum Seeker & Refugee Education

In conjunction with the coordination and empowerment projects, we were able to secure £5,000 to purchase equipment and resources to deliver basic English and IT education to those affected, aimed at people seeking asylum and being housed in Carlisle hotels. We purchased laptops to run software on to deliver these classes. This fund was carried forward from 2021- 2022 to allow us to procure tutors, through WEA, and software to roll these classes out. The initial focus was on the asylum seeking community but the classes were made available to anyone, who resides locally, in need of English and IT classes. We have been mindful not to take away enrollment from education institutes that are already delivering these types of classes, such as Carlisle College, PHX and Maximus but enhance, and work in tandem with these collaborators.

In addition our Asylum Seeker and Refugee Coordinator helped and supported hotel residents with their English homework, provided slower and more detailed explanations of the tasks and vocabulary under the ASylum Seeker Empowerment Project.

Cook, Share & Eat Project

Cumberland Council granted us a sum of £2,800, which was used to fund our Cook, Share Eat programme. These sessions facilitated diaspora groups, including people seeking asylum, plan, cook and share meals together to break down barriers and find a sense of community. People seeking asylum were unable to cook for themselves and enjoy the foods and meals familiar to them whilst housed in the two local hotels. We organised numerous small sessions where people originally from the same nations were able to get together, cook for each other and share their favourite meals.

This very successful programme was then continued into the wider diaspora community with the aim of connecting up people from similar cultural backgrounds to lessen feelings of isolation.

Asian Women's Group

This fund remains in place for applications to support asian women in need, financially and socially.

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Better Tomorrows

Following the recruitment of a Trainee Youth Worker last year, the new team member resigned their post to pursue a different career path after just two months. This fund is currently on hold until we are in a position, as an organisation, to recruit, induct and train a new member of staff.

Culture Bazaar 2023 (Carlisle)

Another very successful event was held in Carlisle in 2023. This was an event open to the whole community that provided a safe environment for all to explore, experience and celebrate all different cultures.

Culture Bazaar West 2023

The very first Culture Bazaar in West Cumbria was held in Workington in November 2023. The planning and preparation work for this was mostly completed in this financial year. Up to 31st October 2023, we were able to obtain £12,000 in grants and sponsorships to fund this event, which will be carried forward to 2023-2024.

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
- 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.

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- 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

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 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.

Personnel Changes

During the financial year 2022-2023 Multicultural Cumbria was in a period of intense development and restructure. We lost our Chief Operations Officer because of differences in opinion of the direction of the organisation. This person has since filed a constructive dismissal case with the Tribunal Service, a case in which Multicultural Cumbria refutes and strongly defends the claim. The organisation had adequate insurance protection at the time of filing and is being represented by the insurance appointed legal team. The Tribunal is expected to be held in September 2024.

During the financial year we also received the resignation of our Trainee Youth Worker, who decided to pursue further academic studies and a different career path. This individual did stay as an employee for a further two months in an administrative support capacity until their educational provisions were secured. We would like to wish this person the best of luck in their future studies and career and who hope to work with them in the future as a volunteer.

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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.

We would also like to say a special thank you to University of Cumbria for providing us with free office space.

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FINANCIAL STATEMENTS

MULTICULTURAL CUMBRIA
Statement of Financial Activities

For Year Ended 31 October
2023

				2023	2022
	Note	Unrestricted Funds	Restricted Funds	Total Funds	Totals Funds
Income					
Grants	8	£2,800	£93,000	£95,800	£156,631
Donations	8	£52	£0	£52	£645
Other income	8	£27,742	£00	£27,742	£2,066
Total Income		£30,594	£93,000	£123,594	£159,342
Expenditure					
Expenditure on charitable activities	9	£21,174	£107,376	£128,550	£158,781
Total Expenditure		£21,174	£107,376	£128,550	£158,781
Net Income and Net Movement in Funds		£9,420	(£14,376)	(£4,956)	£561
Reconciliation of Funds					
Total Funds Brought Forward		£13,961	£54,255	£68,216	£67,655
Transfers between funds		-557	557	0	0
Total Funds Carried Forward		£22,824	£40,436	£63,260	£68,216

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.

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Statement of Financial Position (Balance Sheet) as at
31 October 2023

	Note	2023	2022
Fixed Assets	4		
Tangible Fixed Assets		£960	£1,210
Current Assets			
Cash at bank and in hand		£77,106	£81,242
Debtors	14		
Plus Debtors		£5,150	£400
Plus Prepayments		£663	£394
Net Current Assets		£82,919	£82,036
Current Liabilities			
Less Creditors: Trade Creditors		£872	£5,033
Less accruals		£19,339	£8,879
Less payroll Liabilities		£408	£1,118
Total current liabilities		£20,619	£15,030
Total creditors	15	£20,619	£15,030
Total Assets less current liabilities		£63,260	£68,216
Funds of the Charity			
- Restricted Funds	16	£40,436	£54,255
- Unrestricted Funds		£22,824	£13,961

Signed on behalf of Multicultural Cumbria:



Louis Wind-Cowie (Aug 30, 2024 21:05 GMT+1)

Date: 30/08/2024

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**MULTICULTURAL CUMBRIA
Notes to the Financial Statements
Year Ended 31 October 2023**

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. This figure includes designated funds, which 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.

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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 £960.

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 did not acquire additional tangible fixed assets. Depreciation of £250 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

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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 2023	Total Funds 2022
Grants, Donations and Legacies				
Grants Receivable	£2,800	£93,000	£95,800	£156,631
Donations	£52	£0	£52	£645
Other	£27,742	£00	£27,742	£2,066
Total Income	£30,594	£93,000	£123,594	£159,342

9. Expenditure on charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
Premises/Rent	£0	£0	£0	£0
Insurance	£0	£927	£927	£384
Renewals	£0	£0	£0	£0
Telephone & IT Costs	£0	£1,150	£1,150	£5,557
General Office Costs	£488	£1,440	£1,928	£4,101
Event Costs	£22,999	£5,438	£28,437	£19,718
Mgmt & Admin Fees	£216	£131	£347	£0
Consultancy & Support	£61	£3,152	£3,213	£4,040
Staff & Volunteer Costs inc leave provision	(£2,840)	£95,138	£92,298	£124,939
Grants to other Charities	£0	£0	£0	£0
Depreciation	£250	£0	£250	£42
Total Expenses	£21,174	£107,376	£128,550	£158,782

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10. Staff and Volunteer Costs

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

	2023	2022
Wages and salaries	£83,088	£110,083
Social Security Costs	£3,025	£2,987
Pension Costs	£2,396	£3,126
Volunteer costs	£0	£0

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	3.9	5.5

The full-time equivalent of the above staff numbers is 2.9.

No employee received employee benefits of more than £60,000 during 2022 nor 2023.

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

11. Staff Costs Provision

A provision of £10,405 for staff costs incurred during the period ending 31 October 2023 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 2023.

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.

14. Debtors

Debtors at the end of 2023 = £5,150, due within one year.

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15. Creditors

Creditors at the end of 2023 = £20,619, due within one year.

16. Funds

Restricted Funds available at the end of 2023 = £40,436 to carry forward to 2024,

Unrestricted Funds available at the end of 2023:

Designated Funds = £7,918

Free reserves = £14,906

MULTICULTURAL CUMBRIA CIO

Independent Examiners Report to the Trustees of Multicultural Cumbria CIO

I report on the accounts of the charity for the year ended 31st October 2023, which are set out on pages 1-20.

This report is made solely to the charity's trustees, as a body, in accordance with s43 of the Charities Act 1993 (for a charity in England and Wales).

Respective responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The Charity's trustees consider that an audit is not required for this year (under section 43(2) of the Charities Act 1993 (the 1993 Act) and that an independent examination is needed.

It is my responsibility to:

- ♦ Examine the accounts (under section 43 (3)(a) of the 1993 Act);
- ♦ To follow the procedures laid down in the General Directions given by the Charity Commissioners under s43 (7)(b) of the 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 Commissioners. An examination included a review of 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 the seeking of explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in audit and consequently, I do not express an audit opinion on the view given by the accounts.

Independent examiners statement

In connection with my examination, *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 in accordance with s41 of the Act; and
- ♦ to prepare accounts which accord with accounting records and comply with the accounting requirements of the Act

have not been met; or

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

Mr. Robert W. Gordon FCA, ATT, FMAAT
Briar Lea House, Brampton Road,
Longtown, Carlisle, CA6 5TN

Date: 30 August 2024