

COMMUNITIES AGAINST CRIMES OF HATE

England & Wales · Charity number 1188856

Details

Other names CACH

Status Registered

Legal form CIO

Registered 2020-04-01

Register [View on the Charity Commission register](#)

Contact

Address Communities Against Crimes Of Hate
Civic Centre
Riverside
Stafford
ST16 3AQ

Phone 07825531163

Email admin@cachpartnership.org.uk

Website <https://cachpartnership.org.uk/>

Activities

Objects: THE PROMOTION FOR THE PUBLIC BENEFIT OF THE PREVENTION OF HATE CRIME AND HARASSMENT INCLUDING THOSE MOTIVATED BY DISABILITY, FAITH, RACE, GENDER IDENTITY OR SEXUAL ORIENTATION, AND THE RELIEF OF PEOPLE AFFECTED BY SUCH HATE CRIMES BY:A) RAISING PUBLIC AWARENESS OF SUCH CRIME AND HARASSMENT INCLUDING BY THE PROVISION OF INTERACTIVE EDUCATIONAL SESSIONS/WORKSHOPS IN SCHOOL/COLLEGE SETTINGS TO ENABLE A GREATER UNDERSTANDING OF THE EFFECTS OF HATE CRIME ON VICTIMS AND THE REPERCUSSIONS FOR PERPETRATORS.B) THE PROVISION OF INFORMATION AND SUPPORT TO PEOPLE AFFECTED BY HATE CRIME.

Activities: CACH support people who experience hate crimes, hate incidents and identity based bullying. We provide education in schools, colleges and communities to raise awareness of the harm hate crime can cause. We also deliver training to community groups and professionals so they are familiar with hate crime, how to recognise it and respond to it.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** The General Public/mankind

Geography

- Staffordshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£568	£3,466	-	-
2024-03-31	£3,205	£5,134	-	-
2023-03-31	£7,971	£30,721	-	-
2022-03-31	£21,377	£31,088	-	-
2021-03-31	£37,579	£35,211	-	-

Trustees

Name	Role	Appointed
Alison Connell		2020-10-26
Christopher Mark Verdun Caspell		2022-09-01
Paul Giannasi		2020-04-01
Peter John Barker BA		2020-04-01

COMMUNITIES AGAINST CRIMES OF HATE

England & Wales - Charity number 1188856

Accounts

Trustees' Annual Report for the period

	Period start date				Period end date		
From	01	April	2024	T o	31	March	2025

Section A Reference and administration details

Charity name Communities Against Crimes of Hate

Other names charity is known by CACH

Registered charity number (if any) 1188856

Charity's principal address

Civic Centre	
Riverside	
Stafford	
Postcode	ST16 3AQ

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Paul Giannasi	Chair		
2	Peter Barker	Secretary		
3	Christopher Caspell	Treasurer		
4	Alison Connell			
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Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Anna McLauchlan – Chief Officer

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	st Constitution adopted 1 April 2020
How the charity is constituted (eg. trust, association, company)	Charitable Incorporated Organisation (CIO)
Trustee selection methods (eg. appointed by, elected by)	<p>Apart from the Chair, Secretary and Treasurer, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees. A trustee whose term of office has expired can be re-appointed for a further term of office.</p> <p>The charity aims to recruit a board of trustees that is represented of a wide range of individuals from various aspects of the community. In selecting individuals for appointment as charity trustees, existing trustees must have regard to the skills, knowledge and experience required for the effective administration and governance of the CIO.</p>

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

The charity trustees will make available to each new charity trustee, on or before his or her first appointment the following documents;

- (a) a copy of the current version of this constitution; and
- (b) a copy of the CIO's latest Trustees' Annual Report and statement of accounts
- (c) a copy of The Essential Trustee: what you need to know, what you need to do (CC3)

Summary of the objects of the charity set out in its governing document

The promotion for the public benefit of the prevention of hate crime and harassment including those motivated by disability, faith, race, gender identity or sexual orientation, and the relief of people affected by such hate crimes, in particular but not exclusively in Staffordshire, by:

A) raising public awareness of such crime and harassment including by the provision of interactive educational sessions/workshops in school/college settings to enable a greater understanding of the effects of hate crime on victims and the repercussions for perpetrators.

B) the provision of information and support to people affected by hate crime.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

The aim of CACH is to challenge hate crime and hate incidents.

We do this by delivering in 2 key areas of work: support, education, and training. The main activities undertaken to achieve this are to provide:

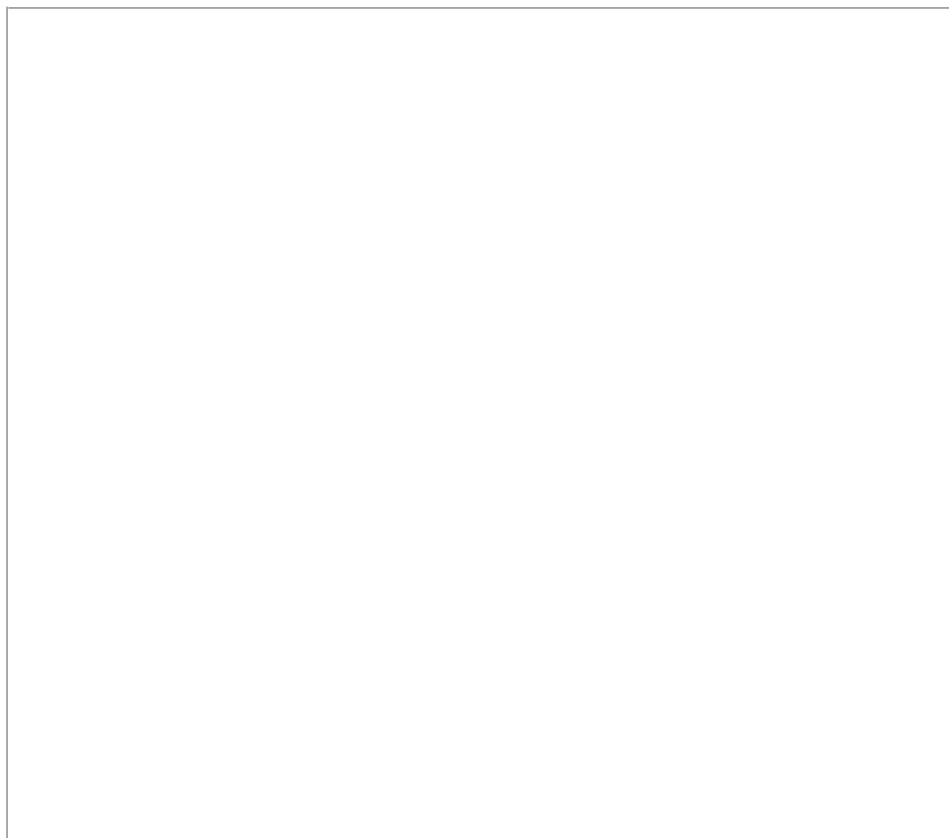
- Education sessions to young people, across primary and secondary school ages.
- Training professionals to increase their awareness of, and improve their responses to, incidents of hate crime.

We work in partnership with agencies to ensure hate crime was included in their policies and in the minds of their staff.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.



Section D

Achievements and performance

Summary of the main achievements of the charity during the year

Delivered education sessions to over 500 young people across Staffordshire.

Section E

Financial review

Brief statement of the charity's policy on reserves

The charity started the year with cash reserves of £12,891, this decreased to £9,993 by the end of the financial period.

The income received was £568 (£3,205 23/24).

Expenditure stood at £3,466 (£5,134 23/24).

Details of any funds materially in deficit

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

The trustees continue to review the charity's requirements for reserves in light of the main risk to the organisation, that being a reduction of income. The trustees have established a policy whereby the free reserves of the charity should be the equivalent to 6 months overhead costs of the charity including statutory redundancy payments.

At the end of March 2025, the total of the charity's reserves stood at £9,993, at the date of signing of this report they stood at just less than £9,260. With reserves now equivalent to over 32 months running costs (2024 it was 27 months), the trustees feel that charity is better placed than it was 12 months ago, however with no long-term funding secured as yet, it is recognised that they must work hard to ensure the financial stability of the charity.

The financial strategy of the trustees continues to be to build the charity reserves by exploring additional means of income and fundraising as well as reviewing overheads.

Section F

Other optional information


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Section G Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

	
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Full name(s)

Paul Dominic Giannasi	
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Position (eg Secretary, Chair, etc)

Chair of Trustees

Date

26.11.2025



Receipts and payments accounts

For the period from	01/04/2024	To	31/03/2025
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Education Sessions	325	-	-	325	2,875
Local Lottery Funding	226	-	-	226	262
Donations	-	-	-	-	40
Interest Received	17	-	-	17	28
Sub total (Gross income for AR)	568	-	-	568	3,205
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	568	-	-	568	3,205
A3 Payments					
Wages	2,375	-	-	2,375	4,117
Travel	126	-	-	126	124
Office & General Admin Expenses	-	-	-	-	144
Internet Costs	360	-	-	360	317
Insurance	201	-	-	201	372
Bank Fees	54	-	-	54	60
Computer Costs	350	-	-	350	-
Sub total	3,466	-	-	3,466	5,134
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	3,466	-	-	3,466	5,134
Net of receipts/(payments)	- 2,898	-	-	- 2,898	- 1,929
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	12,891	-	-	12,891	14,820
Cash funds this year end	9,993	-	-	9,993	12,891

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	CAF Bank Account	9,993	-	-
		-	-	-
		-	-	-
	Total cash funds	9,993	-	-

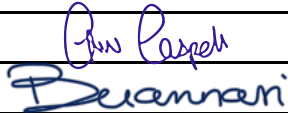
	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets			
<i>Details</i>			
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			
<i>Details</i>			
		-	-
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	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			
<i>Details</i>			
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		-	-

	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			
<i>Details</i>			
		-	
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Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	C.M.V. Caspell (Treasurer)	
	Paul Giannasi (Chair)	27.11.2025

COMMUNITIES AGAINST CRIMES OF HATE

England & Wales - Charity number 1188856

Accounts

Trustees' Annual Report for the period							
From	Period start date			T o	Period end date		
	01	April	2023		31	March	2024

Section A Reference and administration details

Charity name

Other names charity is known by

Registered charity number (if any)

Charity's principal address

Civic Centre	
Riverside	
Stafford	
Postcode	ST16 3AQ

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Paul Giannasi	Chair		
2	Peter Barker	Secretary		
3	Christopher Caspell	Treasurer		
4	Alison Connell			
5	Beverley Richardson		1 April 2024 – 1 July 2024	
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Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year
	<hr/> <hr/>

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Anna McLauchlan – Chief Officer

Section B

Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution adopted 1 st April 2020
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Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
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Section C

Objectives and activities

Summary of the objects of the charity set out in its governing document

The promotion for the public benefit of the prevention of hate crime and harassment including those motivated by disability, faith, race, gender identity or sexual orientation, and the relief of people affected by such hate crimes, in particular but not exclusively in Staffordshire, by:

A) raising public awareness of such crime and harassment including by the provision of interactive educational sessions/workshops in school/college settings to enable a greater understanding of the effects of hate crime on victims and the repercussions for perpetrators.

B) the provision of information and support to people affected by hate crime.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

The aim of CACH is to challenge hate crime and hate incidents.

We do this by delivering in 3 key areas of work: support, education, and training. The main activities undertaken to achieve this are to provide:

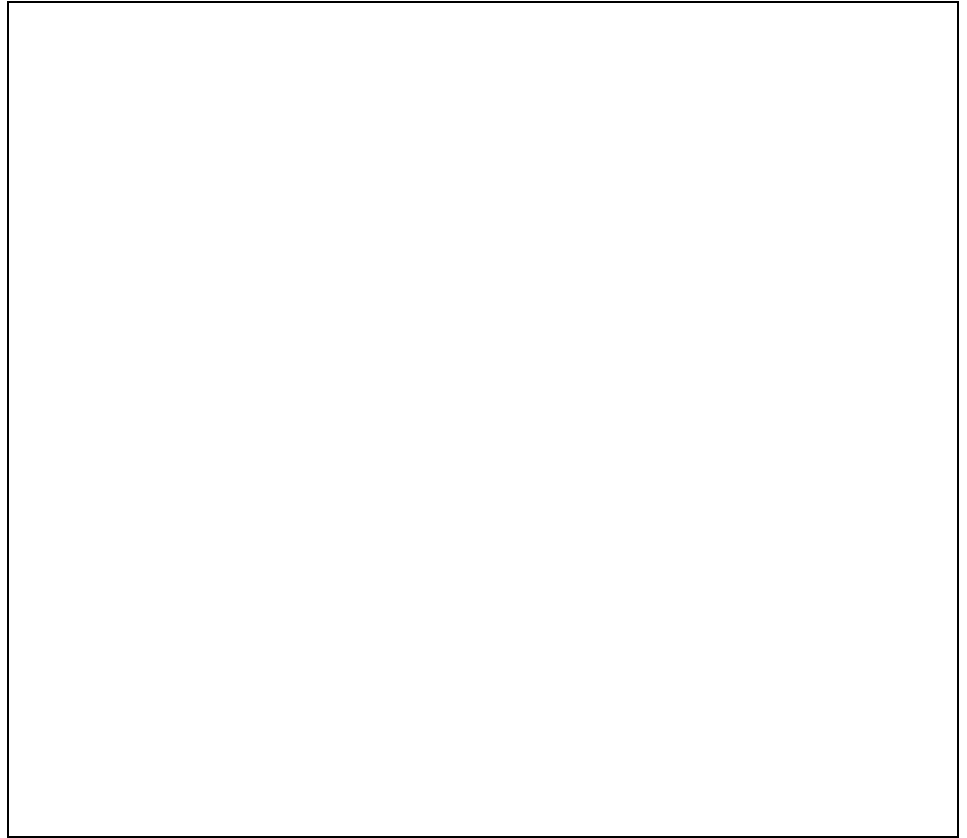
- Bespoke support to people who experienced hate crime and hate incidents.
- Education sessions to young people, across primary and secondary school ages.
- Training professionals to increase their awareness of, and improve their responses to, incidents of hate crime.

Worked in partnership with agencies to ensure hate crime was included in their policies and in the minds of their staff.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.



Section D

Achievements and performance

Summary of the main achievements of the charity during the year

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Section E

Financial review

Brief statement of the charity's policy on reserves

The charity started the year with cash reserves of £14,820, this decreased to £12,891 by the end of the financial period.

The income received was £3,205 (£7,971 22/23).

Expenditure stood at £5,134 (£30,721 22/23). In March 2023 the charity's chief officer transitioned to sessional/zero-hours employment at, on average, one day per week. To date the income has almost matched the expenditure, however the trustees are aware of their obligations both under the Charities Act and employment legislation and have made significant inroads into addressing the financial hole left by the lack of local government funding.

CACH has shifted its operation to responsibly manage available funding and ensure that it can continue to meet its charitable objects for a longer period. This has allowed delivery to continue over the past year despite significantly reduced staff hours. This delivery has included working in schools with students and staff, to deliver workshops and activities as part of PHSE. These have been consistently well received and comments received about the difference it has made in students' mindset.

Details of any funds materially in deficit

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

The trustees continue to review the charity's requirements for reserves in light of the main risk to the organisation, that being a reduction of income. The trustees have established a policy whereby the free reserves of the charity should be the equivalent to 6 months overhead costs of the charity including statutory redundancy payments.

At the end of March 2023, the total of the charity's reserves stood at £12,891, at the date of signing of this report they stood at just less than £11,670. With reserves now equivalent to over 27 months running costs, the trustees feel that charity is better placed than it was 12 months ago, however with no long-term funding secured as yet, it is recognised that they must work hard to ensure the financial stability of the charity.

The financial strategy of the trustees continues to be to build the charity reserves by exploring additional means of income and fundraising as well as reviewing overheads.

Section F

Other optional information

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Section G Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

	
-----------------------------------------------------------------------------------	--

Full name(s)

Paul Dominic Giannasi	
-----------------------	--

Position (eg Secretary,
Chair, etc)

Chair of Trustees	
-------------------	--

Date

22nd November 2012



Receipts and payments accounts

For the period
from

01/04/2023

To

31/03/2024

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Education Sessions	2,875	-	-	2,875	7,605
Local Lottery Funding	262	-	-	262	301
Donations	40	-	-	40	35
Interest Received	28	-	-	28	30
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	3,205	-	-	3,205	7,971
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	3,205	-	-	3,205	7,971
A3 Payments					
Wages	4,117	-	-	4,117	29,572
Travel	124	-	-	124	160
Office & General Admin Expenses	144	-	-	144	249
Internet Costs	317	-	-	317	180
Insurance	372	-	-	372	493
Bank Fees	60	-	-	60	67
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	5,134	-	-	5,134	30,721
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	5,134	-	-	5,134	30,721
Net of receipts/(payments)	- 1,929	-	-	- 1,929	- 22,750
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	14,820	-	-	14,820	37,570
Cash funds this year end	12,891	-	-	12,891	14,820

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	CAF Bank Account	12,891	-	-
		-	-	-
		-	-	-
	Total cash funds	12,891	-	-


	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets			
<i>Details</i>			
		-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			
<i>Details</i>			
		-	-
		-	-
		-	-
		-	-
		-	-

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

	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			
<i>Details</i>			
		-	
		-	
		-	
		-	

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

Signature	Print Name	Date of approval
	C.M.V. Caspell (Treasurer)	22 Nov 24

COMMUNITIES AGAINST CRIMES OF HATE

England & Wales - Charity number 1188856

Accounts

Trustees' Annual Report for the period							
From	Period start date			To	Period end date		
	Day	Month	Year		Day	Month	Year

Section A Reference and administration details

Charity name

Other names charity is known by

Registered charity number (if any)

Charity's principal address

Postcode

ST16 3AQ

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5	Beverley Richardsc			
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Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Anna McLauchlan – Chief Officer

Section B Structure, governance and management

Description of the charity's trusts

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Trustee selection methods
(eg. appointed by, elected by)

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The charity aims to recruit a board of trustees that is represented of a wide range of individuals from various aspects of the community. In selecting individuals for appointment as charity trustees, existing trustees must have regard to the skills, knowledge and experience required for the effective administration and governance of the CIO.

Additional governance issues (Optional information)

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- (b) a copy of the CIO's latest Trustees' Annual Report and statement of accounts
- (c) a copy of The Essential Trustee: what you need to know, what you need to do (CC3)

Section C

Objectives and activities

Summary of the objects of the charity set out in its governing document

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A) raising public awareness of such crime and harassment including by the provision of interactive educational sessions/workshops in school/college settings to enable a greater understanding of the effects of hate crime on victims and the repercussions for perpetrators.

B) the provision of information and support to people affected by hate crime.

The aim of CACH is to challenge hate crime and hate incidents.

We do this by delivering in 3 key areas of work: support, education, and training. The main activities undertaken to achieve this are to provide:

- Bespoke support to people who experienced hate crime and hate incidents.
- Education sessions to young people, across primary and secondary school ages.
- Training professionals to increase their awareness of, and improve their responses to, incidents of hate crime.

Worked in partnership with agencies to ensure hate crime was included in their policies and in the minds of their staff.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Summary of the main achievements of the charity during the year

A large, empty rectangular box with a thin black border, occupying the central and right portions of the page. It is intended for the user to provide a summary of the charity's main achievements during the year.

Section E

Financial review

Brief statement of the charity's policy on reserves

The charity started the year with cash reserves of £37,570, this decreased to £14,820 by the end of the financial period.

The income received was £7,971 (£21,377 21/22). The significant reduction was due to the charity losing its local council funding. The charity was always aware that this was a risk and has been diversifying its income streams, mainly through training and education work with local schools and organisations.

The trustees are continually aware that the charity needs to diversify its income streams and seek to secure funds from grant-making organisations. In addition, it needs to consider ways in which it can increase the level of income it generates internally.

Expenditure stood at £30,721 (£31,088 21/22) of which the largest overhead of the charity was staff costs, amounting to 96% of the expenditure. In March 2023 the charity's chief officer transitioned to sessional/zero-hours employment at, on average, one day per week. To date the income has almost matched the expenditure, however the trustees are aware of their obligations both under the Charities Act and employment legislation and have made significant inroads into addressing the financial hole left by the lack of local government funding.

Details of any funds materially in deficit

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

The trustees continue to review the charity's requirements for reserves in light of the main risk to the organisation, that being a reduction of income. The trustees have established a policy whereby the free reserves of the charity should be the equivalent to 6 months overhead costs of the charity including statutory redundancy payments.

At the end of March 2023, the total of the charity's reserves stood at £14,820, at the date of signing of this report they stood at just less than £13,290. With reserves now equivalent to about 7 months running costs, and no long-term funding secured as yet, the trustees recognise that they must work hard to ensure the financial stability of the charity.

With this in mind, the financial strategy of the trustees is to build the charity reserves by exploring additional means of income and fundraising as well as reviewing overheads.

Section F

Other optional information

--

Section G Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
--------------	--	--

Full name(s)	Paul Dominic Giannasi	
--------------	-----------------------	--

Position (eg Secretary, Chair, etc)	Chair of Trustees	
-------------------------------------	-------------------	--

Date	16.1.2024
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Receipts and payments accounts

For the period from	01/04/2022	To	31/03/2023
---------------------	------------	----	------------

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Education Sessions	7,605	-	-	7,605	-
Local Lottery Funding	301	-	-	301	-
Donations	35	-	-	35	-
Interest Received	30	-	-	30	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	7,971	-	-	7,971	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	7,971	-	-	7,971	-
A3 Payments					
Wages	29,572	-	-	29,572	-
Travel	160	-	-	160	-
Office & General Admin Expenses	249	-	-	249	-
Internet Costs	180	-	-	180	-
Insurance	493	-	-	493	-
Bank Fees	67	-	-	67	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	30,721	-	-	30,721	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	30,721	-	-	30,721	-
Net of receipts/(payments)	- 22,750	-	-	- 22,750	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	37,570	-	-	37,570	-
Cash funds this year end	14,820	-	-	14,820	-

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	CAF Bank Account	14,820	-	-
		-	-	-
		-	-	-
	Total cash funds	14,820	-	-

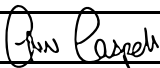
	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets			
<i>Details</i>			
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			
<i>Details</i>			
		-	-
		-	-
		-	-
		-	-
		-	-

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

	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			
<i>Details</i>			
		-	
		-	
		-	
		-	

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

Signature	Print Name	Date of approval
	C.M.V. Caspell (Treasurer)	5th January 2024

COMMUNITIES AGAINST CRIMES OF HATE

England & Wales - Charity number 1188856

Accounts



COMMUNITIES AGAINST CRIMES OF HATE

Trustees' Annual Report and Accounts For the Year Ended 31 March 2022

REGISTERED CHARITY NUMBER: 1188856

CACH support people who experience hate crimes, hate incidents and identity-based bullying. We provide education in schools, colleges and communities to raise awareness of the harm hate crime can cause. We also deliver training to community groups and professionals so they are familiar with hate crime, how to recognise it and respond to it.

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REPORT OF THE TRUSTEES OF COMMUNITIES AGAINST CRIMES OF HATE

The Charity Trustees present their report together with the accounts of the charity for the year ended 31st March 2022. The accounts comply with both the charity's constitution and the Charities Act 2011.

Aim of CACH

The aim of CACH is to challenge hate crime and hate incidents.

We do this by delivering in 3 key areas of work: support, education, and training. The main activities undertaken to achieve this are to provide

- Bespoke support to people who experienced hate crime and hate incidents.
- Education sessions to young people, across primary and secondary school ages.
- Training professionals to increase their awareness of, and improve their responses to, incidents of hate crime.

Worked in partnership with agencies to ensure hate crime was included in their policies and in the minds of their staff.

Charitable Purpose

The charitable purpose is the promotion for the public benefit of the prevention of hate crime and harassment including those motivated by disability, faith, race, gender identity or sexual orientation, and the relief of people affected by such hate crimes by:

- A) raising public awareness of such crime and harassment including by the provision of interactive educational sessions/workshops in school/college settings to enable a greater understanding of the effects of hate crime on victims and the repercussions for perpetrators.
- B) the provision of information and support to people affected by hate crime.

Public Benefit Statement

The trustees continue to give regard to the Charity Commission's general guidance on public benefit 'Charities and Public Benefit' in relation to the charitable purpose of the charity. This is demonstrated in the activities and achievements as outlined within this report.

Chair's Report

2021 was a time of significant challenge for CACH. The unexpected loss of income, through a funders policy decision, removed a grant that had provided our victim service. This activity sat at the centre of our organisational delivery. Despite this disruption, we are determined to build our capacity to deliver the functions that we have provided to communities and support for victims.

Another challenge faced, in common with most similar organisations, stems from the societal disruption resulting from the pandemic measures. There has been less opportunity for public events, both in communities and education centres.

We have deliberately kept our overheads to a minimum, to provide financial stability and to ensure we are well placed to survive the anticipated public sector funding restrictions in forthcoming years. In addition to efforts to find diverse sources of funding, we will remain ready to help respond to emerging tensions in our communities.

As we seek new sources of funding to support communities, we are encouraged by some commissioned services and other partnerships who have been keen to incorporate our expertise into their broader delivery programmes.

We have taken on new trustees to strengthen our capacity and provide a greater depth of expertise and we are confident in the strength we have to seek out new opportunities to help protect our communities from hatred and hostility.

Paul Giannasi, Chair of Trustees

Achievements and Performance April 2021 - March 2022

- Since April 2021 we have provided awareness sessions both virtually and in person via Learn Live Safe+Sound. Learn Live Safe+Sound is an online learning tool, hosted by Staffordshire Fire and Rescue Service, that schools can subscribe to. It was set up in May 2020 in response to the Covid Pandemic so children learning from home could access it as well as those in school. It contains weekly broadcasts delivered by numerous organisations in short 'bite sized' sessions that are suitable for Key Stage 2 children. We were extremely pleased to provide a series of 3 sessions plus a one-off session for Anti-Bullying Week. The number of devices our sessions reached was over 135,000.
- We delivered in 6 High schools, (including SEN school), 4 Middle schools and 4 Primary schools. Sessions delivered in person, consists of 4 training sessions. These were delivered to over 2,200 young people from the age of 7-18. At total of 47 session took place within 14 schools, most of whom received numerous sessions. 12 sessions took place within Primary schools, 17 at Middle schools (these included some parent sessions), and 18 at High schools.
- CACH has delivered 4 hate crime training sessions to 100 housing and victim support professionals to improve their response to people experiencing this. We continue to see hate crime being categorised as anti-social behaviour which is why working with housing providers is essential to challenging hatred in the future and ensure victims are given the appropriate support.
- Between April and September 2021 commissioning from six district councils enabled us to directly support 153 individuals who had experienced hate crime, hate incident or other hostility on the basis of a protected characteristic.
- Unfortunately, when this commissioning ceased at the end of September 2021, we were unable to accept new referrals for individuals seeking support as a result of being a victim of hate crime. Existing service users who wanted to continue with their support from us, do still receive support and this will be ongoing until they no longer require support or the conclusion of their cases.
- Delivering less support to individuals seeking support, has enabled us to embrace the opportunity to focus more on proactive work to challenge hatred and discrimination.
- CACH has recently been asked to undertake some research into the experiences of victims of hate crime. This research involves CACH approaching post service users and asking them about their experience of the criminal justice process.
- Occasionally, enquiries for support and training from people outside of Staffordshire are received. In order to provide training to as many individuals as possible, trustees agreed that an expansion of the geographical area in which CACH works would be beneficial. As a result, we have successfully delivered sessions in neighbouring counties, as well as Staffordshire, within this financial year.

Future Plans for 2022 - 2023

- Targeted recruitment was undertaken in August 2022 with the aim of increasing the number of trustees and gain additional specialist knowledge and skills to broaden the skills set of the board. We were successful in recruiting two new trustees, both of whom have financial knowledge as well as an understanding of the management and governance of charities.
- With a focus on gaining significant funding, CACH will continue to drive forward awareness of hate crime in schools and community settings and offer our bespoke support and training to as professionals. We believe this is essential to making communities more inclusive and creating a more positive place for people to live, be educated and thrive.
- We aim to expand our Learn Live Safe+Sound sessions and also increase our professional support training to organisations within Staffordshire and the surrounding counties.
- We will explore options for providing alternative forms of support to victims of hate crime.

Feedback from some of the individual's supported by CACH

'I wouldn't be here without CACH, they saved my life; literally.'

Victim of Transgender Hate Crime

'CACH are the only people who have consistently listened and tried to help our family out of this awful situation.'

Victim of Racist Hate Crime

'I cannot imagine having gone through that without the support of CACH, I wouldn't have known what to do'

Victim of Racist Hate Crime

'It is sad that charities like CACH are still needed but they really are, the support and care they showed me was so needed'

Victim of Religious Hate Crime

'Without CACH myself and my husband would still be hiding away, scared to leave our home.'

Victim of Sexual Orientation Hate Crime

Feedback relating to school sessions

'The most impactful session we have had all year! So Important!'

Primary School Headteacher (Cannock)

'I look forward to the impact this session has on our children every year – consistently impactful and makes a real difference'

Head of PSHE, Middle School (South Staffordshire)

'All the students engaged well, myself and other staff were so moved by the stories and the bravery of CACH's Volunteer who shared their experience of hatred'

Assistant Head, High School (Stafford)

'I can't wait to book again for next year – our children always respond so well to this input. Despite the mature nature of the topic, it is delivered with care and great empathy'

Head of Year 6 Primary School (Cannock)

'Thank you so much for coming and telling us about (hate crime) – it has encouraged me to speak up for others when I see bullying now and I wish there was more I could do!'

Year 10 Pupil (Stafford)

Finance Review

The charity started the year with cash reserves of £47,281, this decreased to £37,570 by the end of the financial period.

The income received was £21,377 (£37,579 20/21), much of this (87%) came from local government funding, 1% was from local Community Lotteries, and the remaining 12% was self-generated by the charity through online fundraising platforms and the delivery of training and educational sessions.

The trustees are aware that the charity needs to diversify its income streams and seek to secure funds from grant-making organisations. In addition, it needs to consider ways in which it can increase the level of income it generates internally.

Expenditure stood at £31,088 (£35,211 20/21) of which the largest overhead of the charity was staff costs, amounting to 96% of the expenditure. The total of all other overheads amounted to only 4% of expenditure, with the largest costs being insurance.

Reserves Policy

The trustees continue to review the charity's requirements for reserves in light of the main risk to the organisation, that being a reduction of income. The trustees have established a policy whereby the free reserves of the charity should be the equivalent to 6 months overhead costs of the charity including statutory redundancy payments.

At the end of March 2022, the total of the charity's reserves stood at £37,570, at the date of signing off this report they stood at just less than £19,945. With reserves now equivalent to about 7 months running costs, and no long-term funding secured as yet, the trustees recognise that they must work hard to ensure the financial stability of the charity.

With this in mind, the financial strategy of the trustees is to build the charity reserves by exploring additional means of income and fundraising as well as reviewing overheads.

Structure, Governance and Management

In response to the 1999 Macpherson Report relating to the murder of Stephen Lawrence, CACH was initially formed as a constituted group with the primary aim of encouraging people to report hate crimes.

After many successful years of growth and development, the trustees felt that gaining charitable status was the next natural progression. CACH was formed as a Charitable Incorporated Organisation (CIO) on 1st April 2020 and is governed by a constitution approved by the Charity Commission of England and Wales. An administrative amendment to the constitution was approved by the Charity Commission on 31st August 2020 and another to extend the geographical area of support offered by CACH was approved on 3rd November 2022.

Recruitment and Appointment of the Trustees

Apart from the Chair, Secretary and Treasurer, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees. A trustee whose term of office has expired can be re-appointed for a further term of office.

The charity aims to recruit a board of trustees that is represented of a wide range of individuals from various aspects of the community. In selecting individuals for appointment as charity trustees, existing trustees must have regard to the skills, knowledge and experience required for the effective administration and governance of the CIO.

The charity trustees will make available to each new charity trustee, on or before his or her first appointment the following documents;

- (a) a copy of the current version of this constitution; and
- (b) a copy of the CIO's latest Trustees' Annual Report and statement of accounts
- (c) a copy of The Essential Trustee: what you need to know, what you need to do (CC3)

Responsibilities of the Trustees

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charity at any given time, thus enabling them to ensure that the financial statements comply with the Charity (Accounts Reports) Regulations 2008.

The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustee Annual Report was approved by the trustees and signed on its behalf on 15th December 2022 by Paul Giannasi, Chair of the Board of Trustees.

Signature: 

Acknowledgements

CACH would like to publicly acknowledge and thank the following organisations for their financial support during 2021 - 2022.

- Cannock Chase District Council
- East Staffordshire Borough Council
- Lichfield Community Lottery
- Lichfield District Council
- South Staffordshire Community Lottery
- South Staffordshire District Council
- Stafford Borough Council
- Tamworth Borough Council
- Amazon Smile
- PayPal

Reference and Administrative Information

Charity Details:

Charity Name:	Communities Against Crimes of Hate
Also Known as:	CACH
Charity Status:	Charitable Incorporated Organisation
Registered Charity Number:	1188856
Registered Office and Operational Address:	Civic Centre Riverside Stafford ST16 3AQ
Telephone Number:	07971 497988
Email Address:	admin@cachpartnership.org.uk
Website:	www.cachpartnership.org.uk

Board of Trustees:

Chair:	Paul Giannasi
Treasurer:	Kathleen Rennie (stepped down 7 th February 2022) Christopher Caspell (appointed 1 st September 2022)
Secretary:	Peter Barker
Trustee:	Alison Connell Beverley Richardson (appointed 18 th October 2022)

Employees:

Chief Officer: Anna McLauchlan

Independent Examiner:

John Farrar F.M.A.A.T. DipCha



Section A Independent Examiner's Report

Report to the trustees/ members of

Communities Against Crimes of Hate

On accounts for the year ended

31st March 2022

Charity no (if any)

1188856

Set out on pages

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended

Responsibilities and basis of report

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

Independent examiner's statement

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

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

* Please delete the words in the brackets if they do not apply.

Signed:

John Farrar

Date:

28/11/2022

Name:

John Bernard Farrar

Relevant professional qualification(s) or body (if any):

F.M.A.A.T. DipCha

Address:

211 Trent Valley Road , Oakhill, Stoke-on-Trent ST4 5LF

Section B

Disclosure

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).



Communities Against Crimes of Hate (CACH)		1188856		CC16a
Receipts and payments accounts				
For the period from	01/04/2021	To	31/03/2022	

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Total annual funding from councils within Staffordshire	18,500	-	-	18,500	-
Education sessions	2,000	-	-	2,000	-
Local lottery funding	308	-	-	308	-
Donations	569	-	-	569	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	21,377	-	-	21,377	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	21,377	-	-	21,377	-
A3 Payments					
Wages	29,949	-	-	29,949	-
Travel	184	-	-	184	-
Telephone	180	-	-	180	-
Office & General admin expenses	11	-	-	11	-
Internet costs	179	-	-	179	-
Insurance	489	-	-	489	-
Bank fees	96	-	-	96	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	31,088	-	-	31,088	-
A4 Asset and investment purchases. (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	31,088	-	-	31,088	-
Net of receipts/(payments)	- 9,711	-	-	- 9,711	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	47,281	-	-	47,281	-
Cash funds this year end	37,570	-	-	37,570	-

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Funds at year end	37,570	-	-
		-	-	-

COMMUNITIES AGAINST CRIMES OF HATE

England & Wales - Charity number 1188856

Accounts



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	01	04	2020		31	03	2021

Section A Reference and administration details

Charity name

Communities Against Crimes of Hate

Other names charity is known by

CACH

Registered charity number (if any)

1188856

Charity's principal address

Civic Centre

Riverside

Stafford

Postcode

ST16 3AQ

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Paul Giannasi	Chair		
2	Peter Barker	Secretary		
3	Kathleen Rennie	Treasurer		
4	Alison Connell		From 19/10/20	
5				
6				
7				
8				
9				
10				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Anna McLauchlan – Chief Officer

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution adopted 1 st April 2020
How the charity is constituted (eg. trust, association, company)	Charitable Incorporated Organisation (CIO)
Trustee selection methods (eg. appointed by, elected by)	<p>Apart from the first charity trustees (named above as Chair, Secretary and Treasurer), every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.</p> <p>In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.</p>

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

The charity trustees will make available to each new charity trustee, on or before his or her first appointment:

- (a) a copy of the current version of this constitution; and
- (b) a copy of the CIO's latest Trustees' Annual Report and statement of accounts

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

The promotion for the public benefit of the prevention of hate crime and harassment including those motivated by disability, faith, race, gender identity or sexual orientation, and the relief of people affected by such hate crimes, in particular but not exclusively in Staffordshire, by:

- A) raising public awareness of such crime and harassment including by the provision of interactive educational sessions/workshops in school/college settings to enable a greater understanding of the effects of hate crime on victims and the repercussions for perpetrators.
- B) the provision of information and support to people affected by hate crime.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

We exist to challenge hate crime and hate incidents. We do this by delivering in 3 key areas of work: support, education and training. The main activities undertaken to achieve this are as follows:

Bespoke support to people who experienced hate crime and hate incidents.

Education sessions to young people, across primary and secondary school ages.

Training to professionals to increase their awareness of, and improve their responses to, incidents of hate crime

Worked in partnership with agencies to ensure hate crime was included in their policies and in the minds of their staff

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Summary of the main achievements of the charity during the year

In response to the Covid pandemic, we adapted our methods of supporting those experiencing hate crime. We provided more telephone-based support and used Zoom, which was a particularly effective way to support younger service users. Despite the many Covid restrictions, 386 residents of south Staffordshire received bespoke support from the charity.

Of particular note, was a conclusion for a long-term service user who had been waiting for an opportunity to go to court since 2018. CACH supported the service user to appeal a CPS decision that the case would not go to court (via the Victim Right to Review), and provided additional assistance by liaising with police to achieve an eventual court date and a final outcome.

Education sessions were delivered during assemblies to c.600 high school pupils. These were carried out via Teams. Educational resources were also provided to teachers to facilitate follow up sessions within the classroom. Further education sessions were delivered to 60 Prince's Trust members.

Training was given to 120 professionals to increase their awareness of, and improve their responses to, incidents of hate crime.

During this period, we have developed our inaugural Impact Report showcasing the scope of CACH's achievements.

Section E

Financial review

Brief statement of the charity's policy on reserves

Cash at bank as of 31st March was £47,000. The main risk to the charity is loss of funding from local councils within Staffordshire. There are sufficient funds to cover 12 months operational costs in the event of loss of income. We are structured to operate without significant overheads or long-term financial commitments and do not take on borrowing or financial commitments beyond our reserves.

Details of any funds materially in deficit

Not applicable.

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Our main source of funding comes from local councils to cover the cost of hate crime education and support across Staffordshire.

Section F

Other optional information

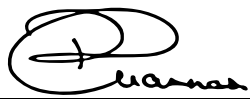
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Section G

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Paul Dominic Giannasi	
Position (eg Secretary, Chair, etc)	Chair	
Date	26.1.22	



Receipts and payments account

For the period
from

43922

To

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £
A1 Receipts			
Total annual funding from councils within Staffordshire	37,000	-	-
Education sessions	153	-	-
Local lottery funding	93	-	-
Donations	333	-	-
	-	-	-
	-	-	-
	-	-	-
Sub total (Gross income for AR)	37,579	-	-
A2 Asset and investment sales, (see table).			
	-	-	-
	-	-	-
Sub total	-	-	-
Total receipts	37,579	-	-
A3 Payments			
Wages	30,494	-	-
Travel	67	-	-
Telephone	137	-	-
Postage, printing. Stationery	62	-	-
IT equipment & support	210	-	-
CASSW management fee	3,328	-	-
Trustee recruitment & training	400	-	-
Insurance	489	-	-
Bank fees	24	-	-
Sub total	35,211	-	-
A4 Asset and investment purchases, (see table)			
	-	-	-
	-	-	-
Sub total	-	-	-
Total payments	35,211	-	-

Net of receipts/(payments)	2,368	-	-
A5 Transfers between funds	-	-	-
A6 Cash funds last year end	44,913	-	-
Cash funds this year end	47,281	-	-

Section B Statement of assets and liabilities at the end of

Categories	Details	Unrestricted funds to nearest £
B1 Cash funds	Funds at year end	47,281
		-
		-
	Total cash funds	47,281
	(agree balances with receipts and payments account(s))	OK
		Unrestricted funds to nearest £
B2 Other monetary assets	Details	
		-
		-
		-
		-
		-
	Details	Fund to which asset belongs
B3 Investment assets		
	Details	Fund to which asset belongs
B4 Assets retained for the charity's own use		

2,368	-
-	-
44,913	-
47,281	-

the period

Restricted funds	Endowment funds
to nearest £	to nearest £
-	-
-	-
-	-
-	-

OK

Restricted funds	Endowment funds
to nearest £	to nearest £
-	-
-	-
-	-
-	-
-	-
-	-

Cost (optional)	Current value (optional)
-	-
-	-
-	-
-	-
-	-

Cost (optional)	Current value (optional)
-	-
-	-
-	-
-	-
-	-

-	-
-	-
-	-
Amount due (optional)	When due (optional)
-	
-	
-	
-	
-	
lame	Date of approval
JWASL	16.9.21



Section A Independent Examiner's Report

Report to the trustees/ members of

Communities Against Crimes of Hate

On accounts for the year ended

31st March 2021

Charity no (if any) 1188856

Set out on pages

1 - 2

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention (~~other than that disclosed below~~) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

* Please delete the words in the brackets if they do not apply.

Signed: John Farrar

Date: 24/01/2022

Name: JOHN BERNARD FARRAR

Relevant professional qualification(s) or body (if any):

FMAAT, DChA

Address:

211 TRENT VALLEY ROAD OAKHILL STOKES-ON-TRENT ST4 5LF