



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").

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 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:

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).



Receipts and payments accounts

CC16a

For the period
from

01/04/2021

To


31/03/2022

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	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	Restricted funds	Endowment funds
		to nearest £	to nearest £	to nearest £
B1 Cash funds	Funds at year end	37,570	-	-
		-	-	-

		-	-	-
	Total cash funds	37,570	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds	Restricted funds	Endowment funds
	Details	to nearest £	to nearest £	to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name		Date of approval
		C.M.V. Caspell Treasurer		23 Oct 2022