

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 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 Caspel	Treasurer		
4	Alison Connell			
5	Beverley Richardsc			
6				
7				
8				
9				
10				

11

12

13

14

15

16

17

18

19

20

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 1st April 2020

How the charity is constituted
(eg. trust, association, company)

Charitable Incorporated Organisation (CIO)

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

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.

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)

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.

Summary of the main achievements of the charity 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
------	-----------



Receipts and payments accounts

CC16a

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	-	-
CCXX R1 accounts (SS)		OK	OK	OK
(agree balances with receipts and payments account(s))				

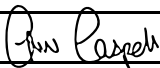
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details			
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

		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	Details			
			-	
			-	
			-	
			-	

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