

Trustees' Annual Report for the period							
From	Period start date			To	Period end date		
	01	April	2023		31	March	2024

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			
5	Beverley Richardson		1 April 2024 – 1 July 2024	
6				
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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
<div>_____</div> <div>_____</div>	

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 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)

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:

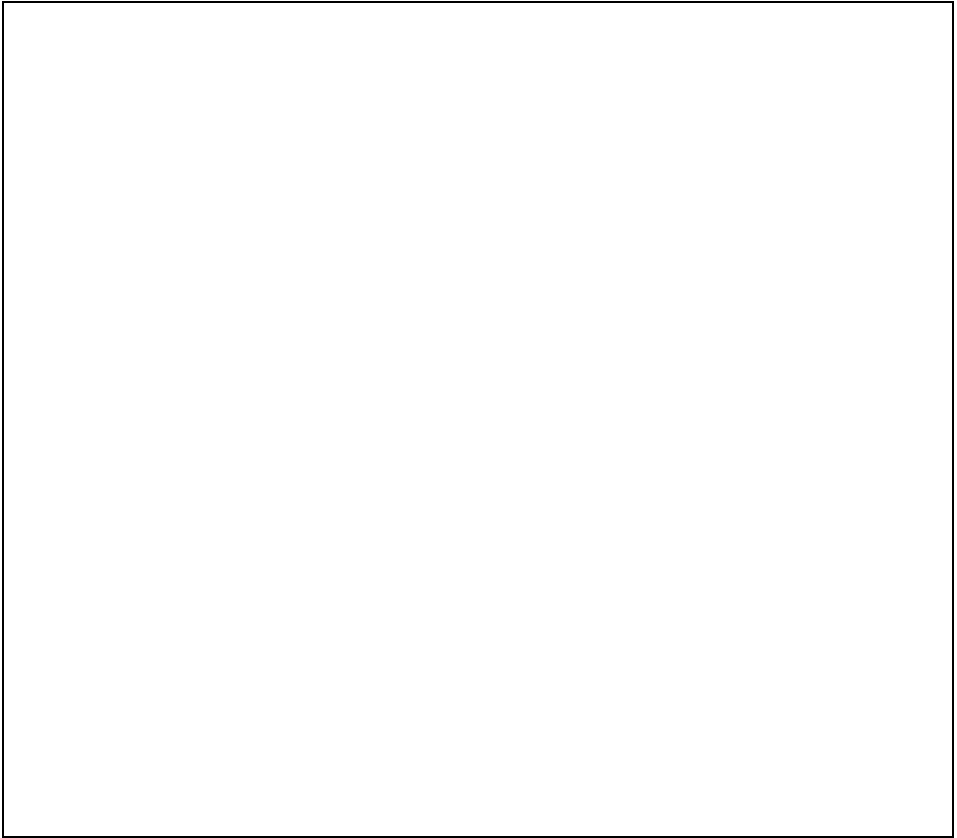
- Bespoke support to people who experienced hate crime and hate incidents.
- Education sessions to young people, across primary and secondary school ages.
- Training professionals to increase their awareness of, and improve their responses to, incidents of hate crime.

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

Section D

Achievements and performance

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 £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
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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	
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Date

22nd November 202



Receipts and payments accounts

CC16a

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

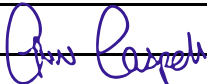
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details			
			-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

		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)	22 Nov 24